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So They Say

• Blessed is he who has nothing to say and cannot be persuaded to say it.—JAMES RUSSELL LOWELL.

• Brotherhood is not only the precept of religion but the lesson of experience.—DOROTHY HALL SMITH *in Antioch Notes.*

• No one ever married a real person, but rather what he thought that person to be.—DR. JAMES S. PLANT *to the National Committee for Mental Hygiene.*

• You cannot end war on a battlefield. Victory on the battlefield merely wins for you a chance and the authority to solve the problems that cause war.—IRA WOLFERT, *in Common Sense.*

• We do not need more resolutions. We need humbleness, penitence, reexamination of our true motives, and the courage to rehabilitate the conquered as well as to restrain the conquerors.—DAVID LAWRENCE *in the United States News.*

• In a world in which it is so important to build attitudes of respect for human personality, for our democratic principles and our Christian ethic, the great American race problem has become not merely a test and a challenge, but a condition of our honorable survival as a nation.—CHARLES S. JOHNSON, *in "Race and Race Relations."*

• Peace is respect for the rights of others.—JUAREZ, *first president of Mexico.*

• Controversy is the life line of democratic freedom.—H. V. KALTENBORN, *to the Association of Radio News Analysts.*

• I would give all Germans a full life and a full larder but keep their arsenal empty.—LORD VANSITTART *in World Review.*

• Man has but a single enemy, and that is his own lack of certainty, because of which he wanders about blindly in the forest of himself.—SHOLEM ASCH *in "The Apostle."*

• One hears a good deal of impatient comment on escape to yesterday; it has not been remarked that a vision of tomorrow may also be an "escape."—IRWIN EDMAN *in Philosopher's Holiday.*

• I used to wonder why the American Red Cross brought girls out to their clubs. But the way the men follow them about and do just what they tell them makes me wonder why they don't have women for sergeants in the army.—JUDGE JASPER BRINTON, *American President Justice of the Mixed Courts in Egypt.*

• Life is a comedy to him who thinks and a tragedy to him who feels.—HORACE WALPOLE.

• To be born free is to be born in debt; to live in freedom without fighting slavery is to profiteer.—ORSON WELLES, *in Free World.*

• To deny any man political rights is to deny that he is human.—ROBERT M. HUTCHINS, *president of the University of Chicago, in Fortune.*

• Nations, like individuals, make mistakes. We must be big enough to acknowledge mistakes of the past and to correct them.—FRANKLIN DELANO ROOSEVELT.

• The democracies, perhaps owing to a guilty conscience, are trying to blink the fact that Hitler, the arch-enemy of mankind, has started a race war on this globe.—JOHN COLLIER *and* SAUL K. PADOVER *in Common Ground.*

• The civilizations of the past have been judged largely by their beautiful temples and monuments. . . . Let us build an American civilization whose chief pride will be the beauty and comfort of even the smallest homes.—GOVERNOR THOMAS E. DEWEY *at the opening of the Nor-Ton Courts housing project at North Tonawanda, N. Y.*

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OWI photo by Roger Smith

"The postwar place of Negro labor will depend partly . . . on the measure of adaptation that has been accomplished by Negro and white workers in their relationships with each other on war jobs," declares Lester Granger. Here, in the Bethlehem-Fairfield shipyard, Baltimore, which employs more than 6,000 Negroes, a burner and welder put the finishing touches on the Liberty Ship named in honor of the great Negro leader Frederick Douglass.

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PALO ALTO

SURVEY MIDMONTHLY

DECEMBER 1943

VOL. LXXIX NO. 12

Techniques in Race Relations

By LESTER B. GRANGER

Executive Secretary, National Urban League

NEGRO labor has a size eleven foot in the door of American industry, in the shape of more than 1,500,000 workers who are joining in war production. This figure alone emphasizes the sudden transformation that has taken place in the employment status of the Negro population since 1938.

In 1940 there were estimated to be approximately 5,500,000 Negro workers in this country. Today, nearly 2,500,000 of these are either employed in war industry, or serving in the armed forces at home and abroad. The transformation has not been easy or sudden. It has been the result of almost heartbreaking effort by Negro and white leadership. It has been caused by progressively developing labor shortages. But the war psychology taking hold of our nation has also opened the way for trained leadership to apply skilled techniques to the placement of Negroes. While it is easy to become overoptimistic regarding actual progress, the results have been generally profitable. The present national picture is far from one of uninterrupted unity and inspired determination; but from the standpoint of using all available labor resources, America can be said to have turned her face toward victory in a sense that was definitely untrue on December 7, 1941.

At that time there had been little use made of Negro labor resources, except in unskilled jobs and in plants where they had already been employed in large numbers. The field of aircraft manufacturing typified employer attitudes in the newer industries. In March 1941, *Fortune* Magazine was able to report "an almost universal prejudice against Negroes. . . . You almost never see Negroes in aircraft factories." Then the Wright Aeronautical Corporation made the first large scale departure from established discriminatory policies, with Bell Aircraft following closely behind. In the spring of 1941, representatives of the National and local Urban Leagues visited the Bell Aircraft plant in Buffalo to urge the use of Negro workers as a departure from the management's previous "lily-white" employment policy. The leagues' representatives made little headway against the Bell management's insistence that the use of Negro workers would involve labor trouble. Finally, the Bell official declared, "But maybe we could use some Negro laborers—big, husky men, you know." "Sold," replied the leagues' spokesman, "we'll get them for you—and then we'll talk about skilled workers."

But it was not so easy as all that. Ninety cents an hour at the Bell plant was no particular bargain to Negro unskilled labor which could get that and more at local plants already faced with unskilled labor shortages. But Buffalo Urban League officials managed to round up thirty unemployed Negro men and sent them to the Bell plant to crash the color line and establish a bridgehead for further placements. Three weeks later five young Negroes were accepted as trainees for semi-skilled production jobs, and the Bell plant had entered upon a new phase of labor relations. Glenn L. Martin of Baltimore, North American Aviation of Kansas City, Consolidated and Brewster Aircraft—all began to use Negroes at production jobs. Lockheed-Vega of California jumped the gun on the West Coast with more than 350 skilled and semi-skilled Negro production workers. The aircraft industry had decided to go all out for victory.

SIMILAR changes in the shipbuilding and ordnance industries, building construction, and production of electrical appliances and other small parts took place at a notable pace. Mass unemployment among Negroes rapidly became a thing of the past during 1941-42. An actual scarcity of Negro labor became apparent in many industrial centers and employment offices were hard pressed to fill employers' orders, especially for trained Negro labor. Downtown offices of big cities began to call for Negro stenographers. Dark-skinned bus and trolley operators made their debut in New York, Detroit, and elsewhere. Small brown girls and middle-aged women hurried Western Union and Postal Telegraph messages through busy streets. At the annual conference of the National Urban League in 1943 nearly 300 personnel directors and labor leaders

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in war plants met with Urban League staff members at a labor-management luncheon to discuss further integration of Negroes into war industry. In a Mississippi city, 66 personnel directors of southern industry met with a Negro economist who discussed with them methods of improving production records of their Negro employes. War plants had moved from the "why" to the "how" of Negro employment.

One important "how" related to the choice of the first Negro employes to be hired. The importance of selective personnel methods was recognized, since the first Negro workers inevitably became the entering wedge for further employment of their fellows. Management policies had to be reexamined for their racial soundness. On-the-job friction between white and Negro workers became the source of careful study by both personnel directors and union officials. The Negro's attitude toward management and his union loomed large in the picture of successful integration.

THERE is still a dark side to the whole picture, of course. The Southwestern Telephone Company of Kansas City, Mo., recently received headline newspaper notice when it refused to accept a war contract containing a stipulation against racial discrimination in employment. When Controller General Warren backed up Southwestern by ruling that the President's Executive Order 9346 was not mandatory, an outburst of popular indignation placed the issue squarely before the President himself. Fortunately the President issued a clearly worded statement upholding his Fair Employment Practice Committee and declaring that the non-discrimination clause *was* mandatory and must be included in every war contract as a part of governmental policy. [See "Green Light for the FEPC," *Survey Graphic,* December 1943.]

But Negroes' skilled employment is still hampered by hidden or overt management resistance, and also by discriminatory policies in such unions as the International Brotherhood of Boilermakers, Iron, Shipbuilders and Helpers of America and the International Association of Machinists. Thus far the War Manpower Commission and the Fair Employment Practice Committee have been successful only in securing "auxiliary local membership" for Negroes in some locals of the Boilermakers Union and the admission of some individual Negro workers to the Machinists' Union in several cities. The perennial resolution offered by A. Philip Randolph on the floor of the American Federation of Labor Convention, calling for abolition of racial discrimination in AFL unions, received short shrift on the convention floor.

All of this has seriously affected the psychology of Negro labor, even where that labor is presently employed in war industry. One reporter declares: "Negroes got mad when they couldn't find jobs and stayed mad even after they got the jobs. They are still mad to the point of affecting their attitudes on the job." Here is a problem of worker morale that holds the attention of thoughtful Negro leadership today. In most cases employers declare that the job performance of Negro workers compares favorably with that of white, but in other cases they cite inferior production and attendance records. Labor leaders deplore the failure of new Negro workers to take full advantage of their chances for equal union membership. Negro observers are concerned about the spending and saving habits of a working population that has been on the starvation list for ten years and is now celebrating its escape. Sometimes this concern is effective, more often it is not. A clucking-hen type of Negro spokesman flutters worriedly about the Negro community exhorting workers to "make good for the honor of the race," and the workers go right along at about the same pace, doing not much better and not much worse than white workers—saving their money and buying war bonds or wasting their wages in about the same proportion —in short, being typical Americans in a war industry boom.

But the trouble is that being typical Americans is not enough for Negro workers during this period. Rightfully or wrongfully, they are on public trial so far as postwar employment policies are concerned. Just as a Negro candidate for a football or basketball team must usually be better than his white rivals to clinch a place on his high school or college team, so must the Negro worker be definitely better than his white fellows to receive even an equal evaluation. Unless there is standing proof of a praiseworthy record, there is danger that an end of the war emergency can mean an end of extensive industrial employment for Negro workers of semi-skilled and skilled production jobs. In order to have a secure place in the postwar industrial structure, Negro labor must produce, prove that it has produced, and expect to have to keep on producing.

The problem itself suggests the techniques that must be used. Wartime gains for Negro workers have thus far been made through the use of comparatively simple procedures, but holding these gains will demand a much more complicated and skilful approach. Past results are the outgrowth of a combination of mass protest by Negroes themselves, public support of liberal whites, and use of governmental authority. Implementing these basic processes were the undramatic but equally important efforts of certain voluntary and federal agencies. Outstanding among these agencies were the Negro Manpower Service of the War Manpower Commission and the industrial relations department of the National Urban League. Urban League projects in four cities during the 1941-43 period illustrate how the latter organization got results.

IN Little Rock, Ark., the Urban League was faced with a problem of union membership. Negro carpenters were barred from construction jobs at Fort Robinson because it was a closed shop job, and they were denied membership in the local carpenters union. Guided by the Urban League, they first applied for individual union memberships. Being refused, they organized as a group and applied for a separate charter, taking their case to the Joint Building Trades Council and the Central Trades Council of the city. Still unsuccessful, they appealed to the regional AFL organizer and the National Urban League. A National League staff member was dispatched to Indianapolis where he interviewed the grand president of the Carpenters' Brotherhood. Within a few weeks, the matter was settled, with a union charter for the Negro carpenters and their employment at Fort Robinson.

But here is the rub. With that construction work completed, Negro carpenters will be tempted to abandon their union status and go back to the casual non-union jobs on which they depended before the war. They will be encouraged to do so by the opposition of their white fellow-union members to their employment in closed shop construction. "Scab jobs" will be dangled before their eyes by the smaller contractors. But if they yield to temptation

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and allow their union local to break up, they will be out in the cold when the postwar building boom begins. What is worse, they will have given support to the skeptics who insist that "Negroes don't make good union members." Thus, the Little Rock Urban League has the job of keeping this Negro local alive and encouraging its members to sacrifice now so as to hold a permanent place in the building construction field of their community.

The Urban League of Atlanta, Ga., faced a problem of discrimination by the local school authorities. When the Bell Aircraft Company built a branch plant near Atlanta and promised to employ around 40,000 workers, there were no provisions for use of Negroes in production jobs. The aircraft training courses in the Atlanta schools were barred to Negroes and remained barred, even after the National Urban League secured a promise from the Bell officials that Negroes would be employed if trained. The Atlanta league called upon the War Manpower Commission and the Office of Education to take action in the matter. A citizens' committee was organized, representing more than a hundred Negro civic, fraternal, church, and labor organizations. A call was sent out for the registration of Negroes who wished training for Bell production jobs and more than 6,000 applicants responded. These names were presented to the school authorities. Finally, under the combined pressure of the Negro community and the federal government, the city's resistance gave way. The courses were authorized, machinery was installed, instructors were employed, and Negroes are now working at the Bell plant as the result of a useful lesson in community organization.

IN Kansas City, a similar problem of community organization was posed when the North American Aviation Company announced that "our company does not plan to employ Negroes except as maintenance workers. It would be against company policy." Of 53 other plant managers interviewed by the Kansas City Urban League, 27 indicated a similar policy. The Urban League organized a mass meeting, the largest of its kind in local history, bringing together 5,000 of the 40,000 Negroes in the community. Committees were appointed which interviewed city officials, plant heads, employment service representatives, and federal officials in Washington. A patient week-by-week campaign of education and insistent persuasion finally brought results over a two-year period, signalized in the North American Aviation's declaration that its Negro production workers are among the best of its labor force.

The Chicago Urban League adopted a subtle approach in combating employer resistance. Three attractive and energetic young Negro women were added to the staff as field interviewers. They visited personnel directors in more than three hundred plants. Those plants employing Negroes were grouped in four main fields: factories making cloth articles; factories manufacturing or processing food products; those making electrical equipment; and manufacturers of heavy mechanical equipment. After the results of the interviews were tabulated, widely contradictory racial policies were found among plants in each production group. These varying practices were brought to the attention of employers who did not use Negro workers. Plant by plant, gains were recorded during a three-year period. During 1943 alone, Negro workers were placed by the Chicago Urban League in two hundred plants which previously had employed them only as unskilled workers or not at all.

These encouraging results recorded by Urban League branches can be matched in reports of the War Manpower Commission and from a number of state and regional employment offices. But encouraging as they are, these successes only show how infinitely complicated is the real job of building security for Negro labor. It is much more than a job-finding, ballyhoo-making activity. Placement, to be sure, can be effected in many cases through mass pressure—the picket line and turbulent mass meetings—but placement is only one step. There are successive steps of skilful negotiation with employers and labor leaders, continuing education among both groups, and community education among Negro workers themselves. In other words, after a chance is secured for Negro workers to produce, it must be demonstrated that they can produce. There must be interpretation to employer groups—a shattering of ancient taboos and personal superstitions. Stereotyped attitude patterns among employers, union leaders, and public employment officials must be broken, unending missionary work must be carried on in Chambers of Commerce and Rotary clubs, in union halls and Negro churches, and among staffs of government agencies. Too often Negro spokesmen have been satisfied with obtaining an emotional or intellectual conviction regarding social justice to Negroes. Every Negro orator or sympathetic white minister is tempted to consider himself an expert in race relations, but race relations in industry is a technical profession. Modern industrial personnel management involves intricate policies and problems. Labor unionism has developed a special philosophy and methodology of its own. Not only sincere conviction, but also experience and training are necessary to guide the race relations representative through the maze of official red tape and routine that are a necessary part of industrial relations and public employment programs.

AND exhortation alone, however eloquently delivered, will not adjust the Negro community to its newfound industrial status. That community has only recently had a chance to extend its roots into the soil of urban industrialism. Negro workers have generally arrived only recently from non-industrial and rural southern backgrounds, or have transferred from domestic service, maintenance, and casual laboring jobs. Such a group must be educated not only in manual skills of industrial production, but also in the discipline and work habits of their new occupations. The day's worker who has formerly arrived on the job at "about 8" and left at "about 7" will find it hard to punch a time clock *at* or *before* 8, have exactly one hour or a half-hour for lunch, and leave promptly at 5 to make way for the incoming shift.

Among white and Negro workers alike, the fundamentals of a wartime industrial morale must be hammered home. White workers must be taught a spirit of tolerance and adaptation that makes a place for the unfamiliar worker simply because he is desperately needed in war production. Negroes must be impressed with the stake that they have, not only in victory but in bearing their share of the victory effort. The postwar place of Negro labor will depend partly upon the labor requirements of industry, to be sure; but it will also depend upon the measure of adaptation that has been accomplished by Negro and white workers in their relationships with each other on war jobs. The prospects for this double morale-

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building job are far better at the moment than Detroit and Mobile would seem to indicate. With 600,000 Negro men and women in the armed forces, and with more than 150,000 of these serving overseas, the war has come home to Negro Americans in a much deeper sense than was true two years ago. We see a lessening of the chip-on-the-shoulder, cynical attitude which has formerly resulted from their feeling that their new-found industrial status is "for the duration only." We seldom hear the once frequent reference to "the white man's war." Negro families with men on the firing line realize that this is their war no matter how they would have it.

And against the previous stubborn attitude of majority white opinion, the thrust of liberal leadership has begun to show results. There is a gradual, if grudging, realization that one tenth of our manpower is too important to be ignored and that our international relations are being affected by our present state of race relations. That present state in this country is bad, as only the blindest optimist would deny. Yet it would be rank pessimism to deny that, in spite of the disgraceful outbreaks of recent months, the past two war years have produced heartening signs of new interracial leadership and vision. If we can hold these gains and keep from suffering new losses, we can be sure not only of winning our war abroad but also of beginning to win our fight for true democracy at home.

From the Circus to Juvenile Court

By JOSEPH F. TOLL

Probation Officer, Lucas County (Ohio) Juvenile Court

ONE Saturday noon our Juvenile Court staff, about to leave, was confronted with a strange collection of tired, exhausted looking young faces, with bodies garbed in fabrics that could hardly be called clothing, all intermingled with such a smell of livestock as to make us wonder what new type of humanity God could have created with the aid of the circus. The police had raided the circus, then in our town; charged its officials with violating our state child labor laws; and brought twenty-four boys, all under eighteen years of age, to us for disposition.

With all their professional techniques and skills in readiness, admittedly our staff felt somewhat let down. The immediate problem before them was so obvious. These boys needed a bath! So we gave them one and when they returned from this new experience in living we were amazed to find them changed almost beyond recognition. But of course the problems of these youngsters was not quite as simple as that.

On two different occasions, thirty boys and one girl were brought into court from two large circus organizations during their visits in Toledo. From police and railroad detectives, the writer learned that usually between 150 and 200 juveniles were employed with each circus organization when it arrived in Toledo. But search as they would, the police were unable to find the remaining youngsters, although they would turn up when the police left the grounds.

In each instance we provided a decent, temporary place for the youngsters to stay, interviewed the boys, notified their parents or relatives where possible, and finally supervised their return to a permanent place of residence. In his initial interview, the probation officer discussed with each boy the legal reasons for his being picked up and explained that the court was exercising a protective function required by our state law. He emphasized that we were interested in helping them work out plans in a less dangerous and questionable social environment.

At the outset the children were usually anxious, disturbed, and slightly antagonistic toward the court. As confidence was won, however, they talked freely about their past, their reasons for joining up with the circus, and about some of the appalling conditions to which they had been subjected. They told of working nineteen to twenty hours a day, averaging only four hours sleep a night, of sleeping in unclean and bug-ridden beds. Some boys said that they rode the rods to avoid the foul odors in the sleeping cars. Very few took baths except when the circus came near a stream, although one boy did go to the YMCA showers in nearly every town.

NEARLY all complained that the circus officials made false promises regarding their wages. On payday their checks were short of the promised rate because of deductions, not only for social security but also for room, board, and arbitrary fines imposed for slight offenses and misdemeanors. These breaches of discipline covered such actions as smoking on the grounds, starting fights or fires, resisting the boss's instructions, or daring to express contrary opinions. In ten instances, boys had wanted to quit the circus before they were picked up in Toledo, but these deductions had made it impossible to save the reserve necessary for railroad fares and incidental expenses. One boy had been in the employment of the circus four months; the remaining twenty-nine, two and a half months or less.

It was impossible for us to verify some of their stories about physical injuries sustained by boys not among our group. For example, they reported two deaths resulting from double pneumonia and food poisoning, but were unable to give accurate information as to time and place of occurrence. They also told of one boy who narrowly escaped death after a circus wagon ran over him, crushing his chest and stomach. In this case we understood circus officials assumed complete financial responsibility for medical treatment. But among the thirty boys in our custody, there were five cases of physical injury for which we arranged treatment, and on which the evidence is in our files. A sixteen-year-old boy was unable to walk for a week, after being kicked in the foot by a horse, and having a toe nail removed. A fifteen-year-old boy had been scratched deeply by a bear. Bruises were sustained by a sixteen-year-old when he fell off a train as the circus came into Toledo. Another was suffering from a sprained hip. His boss had twisted his leg in punishment for violation of discipline. A seventeen-year-old boy was almost totally deaf due to physical strain from driving stakes with a sledgehammer for a two weeks period. After a week's rest at the Child Study Institute this boy was discharged as normal by the staff physician.

In a few instances, fifteen and sixteen-year-old boys

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admitted having intimate relations with one fourteen-year-old girl who was traveling with the circus.

Why had these youngsters joined the circus? Perhaps the traditional glamor of the big tent had something to do with it. But in almost every instance there were deeper reasons. They wanted to escape from the normal responsibilities expected of them at home or in the community, or they were seeking a haven from pressures beyond their control. In their own words: three were not satisfied with their jobs in the home town; one ran away from mistreatment in a boarding home; four wanted to get away from their home town to travel; five ran away from a home in which there was conflict; one was lured into joining the circus by the uncle of a friend; five ran away from home because of involvement in delinquency; one was afraid of being sent to the State Industrial School; three were unable to secure employment; one because his father had refused to let him join the marines.

ALMOST always at some point, each boy became willing to face the fact that it was his own fault that he was in the court's custody. Frequently this came out in the admission that by joining the circus he had gotten himself "out of the frying pan into the fire." From here on casework treatment began to have a real chance. We explained that they had an opportunity to work out a plan for their own future, that we would help them and back them up. Indeed, when they understood that the court had to make some decision as part of its judicial function, this seemed to strengthen and spur their own initiative. It was interesting to see the intelligence with which they used our probation officers in asking for advice as to whether they should return to their parents, go to some near relatives, or take the alternative of boarding home placement. They were most realistic in their consideration of the homes to which they might go, in their comments on the personalities of the people with whom they might live, and in their understanding of possible obstacles to satisfactory adjustments. As they struggled to participate with the officer in working out a plan that would meet the court requirements, they revealed strengths and desires which he was able to use and build upon.

As it turned out, the majority of the boys decided to return to their own families. Eleven of them, however, elected to make new homes with people with whom they were fairly well acquainted. Two of them, who were homeless, chose to remain in Toledo.

We have come to know these two boys well, and they have made amazing progress. One of them, Ralph K., aged sixteen, came from a nearby state after having served separate sentences of six months and two years in the State Industrial School. His widowed mother lived on a small farm and by selling eggs brought in an average income of $30 per month. Ralph had been away from home for three years before he joined the circus.

When first interviewed, Ralph told how he had always been on his own with none to turn to for guidance. He had felt his life to be a hopeless mess and thought the circus would offer some security in that it would at least provide food, clothing, and shelter. When asked what he would like to do, where he wanted to make his home, Ralph said he wished to go home to his mother. At the same time he admitted that his mother did not want him, for she had encouraged him to leave. One of the reasons, he said, was that he was continually getting into trouble.

We wrote to Ralph's mother and received the following reply:

DEAR SIR: I am a widow and have no money to send for him. Let him earn his own fare home. He did this more than once and I've had enough trouble with him. Enclosed is his social security card in case he needs it.

Signed: MRS. K——

When we told Ralph that it was impossible to secure funds to send him home, he said he would be interested in getting a job in a Toledo factory. This seemed a good plan and our probation officer finally found one for him.

Until his first pay, Ralph lived at the Child Study Institute. Later our officer secured residence for him at the YMCA where Ralph greatly enjoyed the privacy of his own room, with its telephone service, and the recreational facilities available at the "Y." Beginning at $24 per week, his wages were increased to $35 after three weeks, out of which he immediately commenced to send $5 home to his mother. Recently he has changed to a more highly skilled job, paying more money.

At one of his early conferences with the officer to whom he reported weekly, Ralph very awkwardly and with much feeling asked: "Whom do I have to thank for this opportunity? You have been really swell to me and I am glad the court picked me up from the circus." Not long ago this officer, meeting Ralph on the street with a bundle of clean shirts under his arm, learned that he had just spent four days in his home town with his mother. Ralph told the officer that he liked his new job and was having a fine time at the "Y." The mere suggestion that he might not stay in Toledo brought forth a smile as if to say, "Stop your kidding."

Another of the homeless boys who stayed in Toledo came from a southern state whose state welfare department reported, after investigation, that no parents or near relatives could be found. Because he had considerable farm experience, this boy chose to establish himself on a farm. When asked if he felt able to settle down in one place after having been on the road for more than two years, the boy replied with much conviction, "This is the first time I have ever had to make up my mind to do anything and this is what I want now." The boy has been on a farm for two and a half months and has made a real place for himself. He plans to complete his highschool education; and the farmer and his wife, with no children at home, are delighted with his help and companionship.

So that is what happened when the circus came to the Juvenile Court.

Putting the boys on the trains and bus, for their new ventures in living, was indeed a joy. A more thankful and grateful group of youngsters was rarely to be seen. They all realized that if the court had not stopped them in their tracks, caused them to think seriously about their future, the constructive plans which each was working out in his own way would never have come to pass. Actually, the question uppermost in the mind of each one of these troubled and disturbed boys was where to go and what to do. The court, by combining its authority with a sympathetic and skilful casework approach, had provided a most constructive service to these temporarily lost and exploited youngsters. And it had brought to the attention of the public the extent, the dangers, the abuses, in that most glamorous employment setting—the traveling circus.

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Money While You're Sick

By KATHRYN CLOSE

ONE WINTER DAY A FEW YEARS AGO, A HEAVY-SET woman came out of the local Providence office of the Rhode Island Unemployment Compensation Board with a $10.50 check in her pocketbook, the first money she had received since she had lost her job in a department store three weeks before. It was also the only money she had, for it does not take long to exhaust the savings from a $15 a week pay check. Perhaps the knowledge that even though she could not find work right away she could count on this small amount regularly every week for several months excited her so that she forgot that the previous night's rain had frozen to a thin sheet of ice on the sidewalk. At any rate, when she first stepped onto the pavement her feet skidded out from under her and she fell, breaking a leg. To her the accident was in the nature of a catastrophe, for it not only began a long period of physical pain, but immediately cut her off from her newly gained source of income. In Rhode Island, as elsewhere, unemployment compensation is payable only to those able to and available for work.

A similar occurrence in Rhode Island today would have a different denouement, for today Rhode Island recognizes, as does no other state, that a person who is out of work because he is sick or who becomes sick while unemployed is at least as badly in need of an income as the well person who is between jobs. This recognition is embodied in a going compulsory sickness insurance law, the first of its kind in the country. The program has been paying benefits for eight months. So far it does not seem to have set in motion the breakdown of democracy that some persons would have us believe is a concomitant of anything compulsory.

The program, however, should not be mistaken as a trial or demonstration of socialized medicine. It is not a health insurance program. That is, it does not include any preventive or curative features. It offers no services or payment for any services. It is simply a cash benefit program providing insurance against loss of income due to sickness. Another thing it is not, is a subsidized program, for at present it is entirely supported—administration included—by employe contributions. Nevertheless, whatever its shortcomings or virtues, it is a pioneer step on the part of government in this country toward cutting down the Pelion of economic difficulties that is so frequently piled on the Ossa of poor health. As such it is an experiment worth watching by other states.

The plan is closely integrated with the state unemployment compensation program. It is administered by the Unemployment Compensation Board and makes use of the unemployment compensation records and files. The work credits are the same as in unemployment compensation, as are the amounts and the maximum duration period of the benefits. Actually the program grew out of a recognition by the Unemployment Compensation Board of the unfairness of withholding benefits from an unemployed worker who has built up credits, because that worker happens to be sick. It was originally promoted by the labor member of the board but has the backing and enthusiasm of the representatives of employers and of the public. As a matter of fact it received so little opposition from anybody when first proposed that the bill providing it became law three weeks after it was introduced into an assembly composed of two politically divergent houses.

Perhaps one reason that hardly a voice was raised against the proposal, though it called for a tax on wages, was the fact that it involved no new contribution on the part of the worker or no new forms to fill out on the part of the employer. Financially, it merely required some additional bookkeeping on the part of the Unemployment Compensation Board. In 1942 when the program was proposed, Rhode Island was one of the few states in which employes contributed to the Unemployment Compensation Fund. Their 1½ percent wage tax added to the 3 percent payroll tax on employers had produced such a large reserve that the suggestion to shift two thirds of the employe contribution to a sickness fund was well received. Thus, on June 1, 1942, the employe's contribution to unemployment compensation was reduced to ½ percent while he began to pay one percent toward cash sickness insurance. His net wage remained the same, but he had a new type of social security.

THE first benefits were paid out to the sick on April 10, 1943, out of the $2,600,000 which had accrued in the ten previous months. On that day Tom Brown, a machinist, lying abed in the Rhode Island Hospital in Providence, was greeted by the governor, a newspaper photographer, a reporter, three members of the Unemployment Compensation Board, and a check for $18. Before falling ill five weeks previously, Mr. Brown had worked for a large toolmaking concern. With the company completely engrossed in war production, he had been drawing good wages. Consequently his contribution to the cash sickness program entitled him to the maximum benefits—$18 a week for twenty weeks, or until August 19—if (as it turned out) he remained ill that long.

In the next seven months after Tom Brown had received the first check written on the disability insurance fund (called "cash sickness" in Rhode Island) some 22,000 persons received benefits from this new type of social security. By November 1, there had been 146,143 checks sent out to 22,145 persons, amounting to a total of $2,324,846.83—an average of $16 per check. Nevertheless, the cash reserve had risen to $2,800,000.

One factor that protects the program from abuse and the funds from depletion is that eligibility for benefits is limited to persons who have been away from their jobs at least two weeks. The first week constitutes a "waiting period" in which no benefits accrue. The benefits for the second week are payable on the third week after illness has struck. Thus the fund is not bogged down by concern for all the short time absences connected with minor illnesses and injuries.

Though the plan is not actually a health insurance program it has one provision that may have a salutary effect on the spread of medical care. That is the requirement that each claimant see a doctor within five days after the onset of illness and, with a few exceptions, at least once a week thereafter until ready to go back to work. Unlike

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private insurance no physical examinations are required for eligibility to the program, but a physician's statement must accompany every application for benefits or continuation of benefits. Though the Unemployment Compensation Board itself has three doctors on its payroll, their services are used only for reviewing applications and for examining persons whose claims seem questionable. Actually the burden of deciding whether or not a person is sick enough to stay home from work lies with the family physician.

IN all there are in Rhode Island more than 350,000 persons insured in the new program, each contributing one percent of his wage or salary up to $3,000. Since coverage is the same as in the unemployment compensation program it reaches every employed person in the state except domestics, agricultural workers, government workers, the employes of most non-profit organizations, and persons whose employer has less than four employes. Because Rhode Island is almost completely an industrialized state, approximately 94 percent of all its workers are included in the disability insurance program. Benefits are based on credits built up during the calendar year preceding the claimant's illness. Their weekly amount bears a relationship to the worker's highest quarterly wage in the previous fiscal year, while their duration depends not only on the length of the illness keeping the claimant away from his job but also on the total amount of wages he earned during the previous year.

Thus Mary McGinty who made $12 a week as a scrubwoman from July 1942 until October 1943, when she stopped work because she was four months pregnant, could get weekly benefit checks of $8.75 each, the benefit allowed for anyone whose highest quarterly wage was $156. However, since she had worked only six months during the previous calendar year (Jan. 1, 1942 to December 31, 1942) her yearly earnings amounted to only $312, entitling her to total sickness benefit credits of just $70.25. Consequently her checks will stop at the end of nine weeks. On the other hand, John Jones, office manager of a small retail firm, made $2,400 during the year. When he was ordered to bed because of incipient tuberculosis early last summer, he could look forward to receiving the maximum benefit, $18 a week for twenty weeks. The $2,000 he earned during the ten months in 1942 when sickness contributions were deductible, was more than enough to entitle him to the $364 maximum total benefit credits allowed under the law. Because this is an insurance program, the fact that Mary McGinty might have less money set aside to care for an illness than John Jones has no effect on the determination of benefits. However, the benefit scale does provide that she and other low income workers who run out their benefits will receive a greater proportionate return on their money than Mr. Jones and other higher paid workers.

The conception of sickness benefits as a right unrelated to economic need was perhaps responsible for the two amendments to the program which were passed by the state assembly shortly after the first checks were sent out, and which are considered in some sources to threaten the solvency of the fund. When the program began, persons who received workmen's compensation or whose salary continued while they were out sick, were not eligible for benefits under the state's compulsory program. Early last May, however, these restrictions were deleted from the act and now the existence of other income is no longer a consideration. Though some critics point to the possibilities of malingering, most persons who are familiar with the cash sickness program agree that its extension to workers who receive sick pay is a good thing. In time of illness when a person's normal living expenses are suddenly skyrocketed, a small income in addition to salary is not usually a luxury. However, the advantage of cash sickness insurance to the salaried worker has in some instances been cancelled by employers who have adjusted sick pay to provide only the difference between its former amount and the payment allowed under the state program. Some employers have similarly adjusted their employer-employe group insurance programs.

Recipients of workmen's compensation represent the biggest part of the new load of cash sickness claims brought about by last spring's amendments. Because Rhode Island has a generous Workmen's Compensation Act, the argument of intensified need at time of disability does not in these instances hold water so well. A man injured on the job in Rhode Island receives an award for his medical and hospital expenses in addition to a weekly payment amounting to 60 percent of his salary (not to exceed $20 a week). Thus payment continues at least until the case comes up in the Department of Labor where the lump sum award is determined, or until the man goes back to work. When a man finds that the addition of a sickness benefit brings his total weekly income to more than his normal wage, there might be some incentive for him to stay away from his job as long as he can get away with it. Peter Zilch, who made $30 a week on the job until he suffered a back injury, would receive in addition to all his medical and hospital expenses, $18 a week from workmen's compensation and $18 a week cash sickness insurance, or a total of $36 a week. Clearly Mr. Zilch would find it profitable to be laid up until his sickness benefit credits are exhausted. Because there is a large backlog of unheard workmen's compensation cases in the state, the period between injury and final award, in which weekly compensation benefits are payable, in some instances is apt to outlast the disability.

UNWILLINGNESS to let the new cash sickness program be shaken by any threat to its funds or by charges that it promotes absenteeism, has led the Unemployment Compensation Board to institute certain controls as a check against bad faith. This is where the program's doctors come in. When a claim is first received, the head physician determines from the diagnosis on the form just how long the claimant may be expected to be laid up and sets the benefit period accordingly. In other words, an appendicitis diagnosis would automatically determine the benefit duration at six weeks; pneumonia at four weeks; tuberculosis, until credit exhaustion; and so on. If at the end of the period allowed, the claimant still asks for benefits (and has credits left) he is asked to come to the office of the board in Providence for a physical examination or to send a representative to explain why he cannot come in. Whether or not he will continue to receive benefits depends on the results of this examination.

Here is where the board has run afoul of organized medicine. Though in the beginning the medical societies cooperated in planning the procedures of the program, the doctors have been skeptical. When the amendments

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liberalizing benefits were passed *Medical News,* bulletin of the Providence Medical Society, ran an editorial entitled "It Pays to Be Sick in Rhode Island," pointing out the temptation to malingering when workmen's compensation and cash sickness were both involved. On the other hand, the recently introduced controls have prompted an even stronger blast from the journal of the Rhode Island Medical Society, which accuses the board of disallowing justified benefits in an effort to conserve funds.

To back this accusation, Rhode Island physicians undoubtedly have some real grievances. It is not very flattering to prestige to have signed a form asking for continuance of benefits only to have the patient called in for examination by another doctor. Moreover, though the family doctor's decision to back a patient's claim for further benefits may be based on his knowledge of the patient's total physical condition, the board's examiners are concerned only with the patient's progress in overcoming the particular illness mentioned in the original application.

In many ways the family doctor is actually the scapegoat of the program. If his patient has a tendency to malinger, he is faced with the dilemma of signing a claim against his own better judgment or losing a patient forever. On the other hand, though the law has been interpreted to mean that benefits are payable only to those unable to work, a doctor may find that his patient, though able to perform *some* work, is not yet well enough for the job he was on when he fell ill. In such instances, if continued benefits are disallowed, the patient is apt to go back to his old job before he is in condition for it, thus risking a physical relapse. Such difficulties, spokesmen of the medical societies maintain, would seem to indicate the need for a medical advisory group, unattached to the staff, to work with the Unemployment Compensation Board in administering the program.

On the other hand, some competent observers maintain that the problem of malingering will only be solved when the certification of claims is taken out of the hands of the family physicians and placed under an enlarged staff of salaried doctors. Experience of other disability insurance programs, they point out, has always led to an unwarranted drain on funds until complete control is vested in the staff of the administrative agency. They blame the tendency toward malingering experienced under any system of outside certification not on any viciousness on the part of the patient or his family physician, but on a natural human tendency to lean a little heavily in the direction which is most profitable.

THEN there are critics, on the whole in sympathy with the plan, who maintain that some of the requirements for eligibility to benefits are unfair to the insured. They point to two procedures which would be included in few, if any, voluntary insurance programs whether profit or non-profit in nature. One, which is set by law, makes it necessary to use the fiscal year previous to the illness as the basis for computation. The other, apparently created by a decision of the board, makes all waiting periods correspond to the calendar week.

Thus Mary Brown, who only started working last April and came down with appendicitis in October, has not been able to collect any sickness benefits although she has been contributing regularly to the cash sickness fund. But if Mary could collect, it would make a big difference whether she fell sick on Monday or Tuesday. If she woke up with a pain in her side on Monday and stayed home from work, her waiting period would start immediately and her first benefit week would begin the following Monday. But if Mary did not develop her pain until Monday afternoon and came home after having worked part of the day, or if she did not miss any work until Tuesday, her waiting period would not begin until the following Monday and her first benefit week would not come around until almost two weeks after she had fallen ill.

JUST how sound the cash sickness program is actuarily no one can tell until at least one year has passed since the start of benefit payments. Though valuable data on sickness incidence have been accumulated by many fraternal organizations and private insurance companies, the available figures are not necessarily applicable as a basis for accurate prediction as to what will happen to a program which is so much broader in coverage. Actually, in the beginning, a determination of what demands were likely to be made upon the fund was largely guesswork, and the arrival at the one percent premium a matter of bookkeeping convenience.

So far, the reserve has not only held up but has increased. However, the program has not yet operated during the months of greatest illness—January, February, and March. What will happen to it then remains to be seen. In order to protect it from the disastrous run on its funds that might come with an epidemic, the legislature has provided a clause in the Cash Sickness Act which would enable the board to reduce the size of all benefits proportionately in the event of an emergency declared by the governor.

Although the question of whether the reserve will become too big or too little is still a matter of conjecture, most critics of the program, the board included, agree that more money must be put into its administration. At present, only one percent of the total amount of contributions (or .01 percent of the worker's wage) can go for administration. At the present rate of collection, this comes to about $35,000 a year for a program dealing with 350,000 people. The integration of the program with unemployment compensation on a time-cost basis has kept expenses down, but it has still been necessary to operate on a penny-wise basis. For instance, there have been no funds for local administration, which means that every person called in for examination must come to Providence, no matter where he lives. Neither have there been sufficient funds to make a really intensive study of the experience of the various voluntary programs of disability insurance in this country or of the many compulsory programs abroad; nor to collate the mounting material on the incidence and duration of various illnesses being accumulated on the board's own records as a by-product of its work. Consequently the board plans to ask the 1944 legislature to shift the remaining one-half percent employe contribution toward unemployment compensation to the cash sickness program and to boost the proportion that can be used for administrative purposes. So far there apparently has been no suggestion that the state might appropriate administrative funds rather than leave the whole burden on the workers.

All these difficulties are perhaps not too numerous or too overwhelming to expect from a program that, as far as experience goes, is still a sapling of a variety never before introduced on American soil. Encouraging for its future is the fact that the Rhode Island legislature meets every year, thus bringing an opportunity to weed out the underbrush

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that is apt to get in the way. In the meantime, forty-seven other legislatures might well turn their binoculars toward the goings on in the tiny state. It is true that they will not see any miraculous health insurance program guaranteeing adequate medical care for all the people. But they will find an honest attempt to protect Rhode Island families against some of the hardships usually on the horizon when the breadwinner comes home sick.

Fee for Casework Service

By FRANCES T. LEVINSON and JOSEPH STEIN

*Jewish Social Service Association of New York City**

A FEW DAYS after the consultation center, the fee division of the Jewish Social Service Association of New York City, opened its doors in February 1942, a friend phoned and asked, "Well, how is it going?" All we could tell him was that we thought we were here to stay. People with family problems were concerned enough to take a chance on this service, which was hitherto unknown to them. True, they came cautiously at first. However, though we ourselves had worried about their reaction to paying a fee for a service which had always been free, they showed little concern in this regard. Their worry was, "What will these people think of a person who can't handle his own problems?" and "Will I get the kind of help I need?"

Social work has always been commonly identified with its relief giving aspects. Our venture was a formal statement that family casework had developed a body of knowledge and skills which could be used by people, no matter what their income, for help with personal and family problems. In asking the consumer to use and to pay for a product which had always been free and had been primarily identified with personal inadequacy, we were undertaking to make casework an understood and accepted resource for everyone.

In this respect, the establishment of the consultation center was a step forward in the development of social work. Consequently, we have received a steady stream of questions not only from social workers but from professionals in all related fields.

After twenty months of experience, we feel better able to answer some of them than we were at first.

Why a fee service? This is one of the commonest questions we are asked. Family casework historically has been identified with helping people in financial need. Until recently, clients who expressed an interest in paying for the service were advised that they could make a donation to the agency, but the decision was entirely voluntary.

In the past ten years, with the growth of public assistance, a marked change has taken place in the scope of family agencies. For example, in 1941 the JSSA gave financial assistance to less than 25 percent of its clients. The decade also brought a sharpening of casework skills so that the agency became better equipped to help people with personal and family problems. This was in direct response to the kind of demand which people were making of the agency. Clients asked for help with marital problems, parent-child adjustment, and vocational adjustment. The agency accordingly developed its techniques along these lines.

During this period our staff and our board were becoming aware of the increasing number of clients who were self supporting and even comfortably situated, and the increasing number who expressed a wish to pay for the service received. At the same time, we knew our help was available to only a small part of the community—those who felt able to avail themselves of a free service. Charging a fee to a person who can and wishes to pay, helps him maintain his self respect while coming for a service he might otherwise hesitate to use. Therefore, the idea of making the agency more directly available to people beyond the low income group was a logical step in its development.

Isn't free casework service normally available to the entire community? It is, but the entire community has not been using it. Most people still look upon a family welfare agency as a place to go for financial help, or for help at times of extreme family disorganization. Though a person who is self-supporting and living a normally secure life may come up against a difficulty which he cannot handle alone and which is creating great pressures for him, he rarely thinks of calling on the skills and resources of the casework field. He may try to get help through friends or relatives, or to struggle with the problem alone, often with painful or worse results.

In the first place, he probably does not know that casework exists to help him. Then, he may feel that discussion of his difficulties is an indication of his inadequacy. Casework competes with a serious American cultural lag—the old concept that the truly able person should be independent in every way. From infancy most of us are taught to hide our problems and fears, and to pretend that it is possible to go on solving problems alone and competently at all times.

Charging for casework service copes with this traditional attitude. It fits in with the accepted pattern of paying for a professional service rendered, as when a doctor or lawyer is involved. It gives the client a sense of control in asking for help. He does not feel guilty about using a service set up for people in worse circumstances than his.

What preparations were made before the center was opened? Some preliminary investigation was done to test whether the community felt a need for the service. We discussed the idea with physicians, psychiatrists, social workers in other agencies, religious leaders, teachers, union and industrial officials, and others. In many instances the meaning and function of casework itself had to be explained before its extension could be discussed. The reaction was unexpectedly favorable. Many whom we talked to expressed surprise at the existence of such a service and thought at once of people whom it could help. Everybody agreed that a fee was necessary to make it acceptable to the persons whom they would want to refer. We found that although the meaning of casework was not yet part of the current knowledge of the community, when it was interpreted its significance was appreciated. The implied criticism was that we have been too timid in making casework known and

* Member agency, Federation for the Support of Jewish Philanthropic Societies.

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that in this regard we have been rendering our community a disservice.

How did our new clients learn about the consultation center? In addition to the discussions mentioned above, at the time of the opening we issued a brief descriptive brochure for limited distribution. The opening of the service was also announced in the press, as well as directly to all social agencies.

It was evident that we could not depend too much on "natural referral sources," that is, persons or agencies who already had some understanding of the professional validity of casework. We knew that most people had not developed the habit of thinking of social work as a resource for themselves or their associates in the same way they looked on other professional help. And we learned that our interpretation was worthwhile only when we could make the people we talked to see the value of the agency in relation to themselves as well as others.

In publicizing the consultation center we shifted the traditional emphasis from the agency's need of support to "what the agency can do for you." This led to an active interpretation program, which defined casework simply and told of its availability for "normal difficulties." In doing so, it contrasted professional help with the well known radio advice programs and newspaper columns. Once we overcame the social worker's traditional reluctance about telling of his work, we found it increasingly possible to describe it in understandable, human terms. We were soon bold enough to accept requests for a series of case stories in a New York newspaper, a number of radio discussions, and several articles in popular magazines.

A steady increase in clientele reflected the effectiveness of this broad approach. Many of the new clients came to us with a good understanding of what the service represented. Consequently, they could more quickly and actively put to use the service they received. One woman who came in after reading one of the magazine articles, commented: "The story made me feel that it was not so unusual or shameful to have this kind of trouble, and that maybe something could really be done about it."

As the center has become better known, there is a natural increase in the number of persons who come in at the suggestion of others who have used its services. Similarly, there are more referrals by agencies with whom a cooperative relationship has been built. Altogether more than five hundred persons came for help to the consultation center in the first year of its existence. The first eight months of the second year brought more than six hundred persons to its doors.

Do you find any difference in the people who use the consultation center from those who use the free services of the agency? The very fact that the center charges a fee makes it appeal to a broader section of the population than the free service. The center's clientele naturally represents a higher income level, the average annual earnings running around $2,500. It includes a large percentage of white collar workers and professionals, including doctors, teachers, and lawyers. The vast majority of its clients have never had previous contact with a social agency. Often they bring a curiosity about the service which shows that the very concept of casework is new to them. Said one man: "I was curious. I had really expected to tell you at the end that 'you can keep your advice.' But it wasn't advice I needed, nor advice you gave me, but a kind of clarity about the situation, which I could never get myself because I was too deep in it."

We find an increasing number of social workers using the center for themselves, or members of their families. This is only natural as it reflects a mature acceptance of the skills their own profession has been developing.

What kind of problems do your clients bring? The center comes in contact with the same kinds of situations with which all family welfare agencies are familiar, except the problems involving financial need. The largest number of its clients come in because of difficult personal or family relationships.

For example, there was young Mrs. L., whose marriage was cracking. She had been married at eighteen, and there had not been much of a transition between being a dependent school girl and being a wife expected to carry her share of responsibility in the home. Her husband was "through" with the marriage. He was tired of the demands made upon him by his young wife for the same kind of protection and care that she had received from her parents. The young people were still in love but were so busy fighting for "a place in the sun" that it had not occurred to them that each had a responsibility to the other. The caseworker helped Mrs. L. to assume responsibilities gradually and to learn that there were certain satisfactions attached to being an adult. She also helped Mr. L. see that he must relax the pressure that he put on his wife. When he stopped expecting her to change completely overnight he reduced his demands. After a few months so many changes had occurred in their relationship that the couple felt sure they could make a go of it on their own.

Many clients have been concerned with the mental health of a member of their family, or with working out a plan for an ill or elderly relative. We have found that although these problems are often presented in superficially simple terms, the difficulty has existed over a long period, the family having felt paralyzed in their attempts to plan.

A common request has been for help in social and job adjustment. Requests have been made by people with good training and specific skills who have not been able to profit from their equipment. Often they were looking to their jobs to make up to them for social, personal, and family dissatisfactions.

For instance, there was Mr. G., who came to us about his failing business. Priorities were making it impossible to continue much longer, and he felt helpless in facing certain business failure. He was not at all sure that his marriage would stand up under the strain. His wife seemed to be losing confidence and respect for him, and he could not even talk to her about it.

In discussing the situation, he was able to consider calmly how much of this feeling had a basis in reality. He took courage from the suggestion that his wife, too, might be worrying about what was happening, just as he was. This made it possible for him to talk with her frankly and when he learned that she was eager to help him reach a solution, he was able to get a better grip on himself. Once he realized that he was not considered a failure at home, he could think in terms of what he could do rather than what he could not do. He was then able to take constructive steps toward converting his business to war needs.

How do people feel about paying a fee? This question is

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often asked, but it would be more appropriate to put it the other way—How do we feel about taking a fee? Actually the experience of collecting for services was much newer to the worker than paying was to the client. A tradition of free service made the worker self-conscious about client payment until she built up some experience in her new role. In fact, the clients' frequent remarks on the smallness of the fee in comparison to the value received have helped the caseworkers become more secure in handling fees.

Moreover, the fee has brought some significant advantages in terms of casework help. The fact that he is paying for a service makes a person more eager to use it actively. He measures what he is getting for his money in the only way possible, by working on the plan to solve his difficulty. In the consultation center we have observed an accelerated use of the client and worker's time in the handling of problems.

What is the fee? Is the center self-supporting? The fee scale ranges from $1 to $3 per interview, according to the family's income and ability to pay. Size of family, unusual expenses, and commitments are taken into consideration in determining the cost per interview. The fee is determined during the first interview, and payment is made to the office secretary after each visit, unless the client prefers to be billed monthly.

Obviously, the terms of the fee scale preclude any possibility of the services becoming self-supporting. In this regard it is no different than most fee-charging educational or medical centers.

Do people usually need to come for more than one visit? This frequently asked question indicates the existence of an unwarranted suspicion that payment for services changes the very nature of casework help.

Broadly, cases fall into two categories in terms of the extent of time required: those involving one or two interviews; and those requiring contact over a longer period of time—ranging from one to twelve months. The time has no relation to the quality of the service, but only to the needs of the situation. The caseworker must make a decision on whether more than one interview will be necessary on the basis of the client's problem and his personality.

The one-interview case involves determination of what in the client's trouble is real and what disguised to cover the real problem, of what the best solution to the problem would be, and of how much of the solution is within the client's capacity to attain. The caseworker must analyze the client's capacity not only in terms of money, ability, intelligence, but in his subjective ability to be stimulated to move in a certain direction. The following were all one-interview cases: A young man about to be inducted into the army who was looking for a good home for the aged for his mother; a young woman who was planning to move from her parents' home and sought help in determining the relative merits of various living arrangements; a divorcee trying to find the proper boarding school for her youngster.

A single interview, however, is not sufficient in situations which require a modification of the client's attitude before a change can be effected in his problem, or wherein the client does not feel able to accept the only solution available to him. The problem may be a difficult marital relationship; a parent frustrated in her handling of her child; a person unhappy in his work; a woman eager to work but fearful of change. In such situations the client's own ability and tempo in using casework help will determine the necessary length of the contact.

What if a psychiatrist or other specialized care is needed? There are no psychiatrists or other specialists on our staff. When specialized help is required, the necessary arrangements are worked out, with other agencies or privately practicing professionals. If a children's agency is indicated, or medical assistance, the proper community resources are called upon. If psychiatric treatment is indicated, referral is made after the client is able to accept going for this help either to a private psychiatrist or to a clinic, depending upon the circumstances. A panel of cooperative psychiatrists has been generous in making their time available to the center and in adjusting fees when necessary.

Has the war brought changes in the kinds of problems with which you deal? The war has brought changes to the center's clients as to all other people. Wives of servicemen have consulted with us about how they can best work out the readjustments which will be necessary for their families. Men rejected or discharged from the army have come to us for help in picking up civilian life again. Women contemplating work for the first time, girls involved in hasty war marriages, parents concerned about the effects of wartime excitement on their adolescent children, all bring the impact of the war to the center.

Does a fee office have to be separated from the rest of the agency? There is certainly nothing inherent in the job which requires separate housing from the free services of the agency. However, a different office, and even a special name, seemed desirable in the beginning for important, though secondary, reasons. Separation has made it easier to study every aspect of the experience as we were going along. We found it an aid to interpretation to be able to distinguish the new service by name. But we never failed to stress the service's connection with the rest of the agency, for we could not have functioned without the backing of the agency's experience, prestige, and community accord.

The center has been administered by the agency executive, plus a committee of the board, which has worked very closely with the staff. The board committee exercised special initiative in working out contacts, developing community backing, and providing business experience.

What are the implications of this experience for the social work field? It is certainly too early to give a full answer to this question. Nor is it an answer that we alone can give. However, we can draw several conclusions.

Payment in social work has impelled us to tell the community—the people who support us—what service we can offer them. In terms of financial support it makes sense to the contributor to know he could use the service himself.

A fee service in family casework meets a need in the community. Our demonstration has shown that many people who need casework try to struggle along without it because of a sense of pride in independence. They are willing, however, to seek help when they find they can pay for it. Actually the service our paying clients seek is the same the agency has long been equipped to give.

The war, creating new pressures on all of us, intensifies the urgency of this development. Certainly, casework service should have a contribution to offer to the whole community in terms of rehabilitation in the postwar period.

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"And Don't Call Us Noble"

By MARGARET HAGAN

Psychiatric Social Worker, American Red Cross

THIS is their story—the story of the medical and psychiatric social workers who, in answer to the imperative needs of our ill and wounded servicemen overseas, left the security of their jobs, donned the uniforms of the Military and Naval Welfare Service of the American Red Cross to proceed under sealed orders for duty in Army and Navy Hospitals at undisclosed locations throughout the world.

The nostalgic geography of grade school has come into its own for these workers and the troops they serve. Already many have sailed geography-blue seas and landed on distant shores and far outposts, taking with them the skills and traditions of the scientifically enlightened humanism we are fighting to preserve.

When their basic Red Cross Hospital units left America, the best our inventive genius offers in medical material was stowed away in the hold of the crowded transports, while among the troops, in the ward rooms and sick bays moved the medical personnel of our armed forces. Our workers are an integral part of these medical teams.

Reports from these workers and about them, together with their personal letters, written with sensitivity, modesty and humor, are building up a mosaic which other social workers can look at with pride and curiosity. The completed picture should measure the impact, qualitatively and quantitatively, of the war on these social work specialties, and perhaps, more importantly, the effect of war upon the techniques and sense of values of the medical and psychiatric workers themselves.

Here, then, are excerpts taken from a sheaf of letters and reports written to national headquarters of the American Red Cross.

ONE WORKER WROTE FROM THE NORTH AFRICA COMMAND after the troops had seen hard fighting but before the great battles that pushed Rommel into the sea. The story begins in a staging area on the east coast of the United States prior to embarkation.

"Innoculated, oriented, passported, uniformed, packed and partially briefed we reached camp, and our world suddenly changed. For the first time we realized that we were part of the serious business at hand. This was stark reality and the gayest of us was considerably subdued. At last we were a part of a hustling, intense community of army vehicles, tearing jeeps, lines of soldiers, and mud.

"Already we were alerted. No one in the whole outfit could leave camp. A contingent of new army nurses, prepared for foreign duty, arrived with urgent last minute shopping needs. We learned of this and talked to the chief nurse and the colonel, our C.O., and with their help arrangements were made for a nearby chapter to do $2,000 worth of shopping for these nurses in one day. We helped send telgrams and to dispatch footlockers home, and shared with the field director permanently stationed there the making of loans for enlisted men granted emergency furloughs because of acute illness in their families (the army is more considerate than I dreamed it could be). All this wasn't casework—but the direct meeting of human need. It made us feel we belonged. . . .

"Finally the moment for departure came, easily the most dramatic we have lived through. We were loaded with a full field pack of 80 pounds, so heavy that if poked hard we would have toppled over. We went in trucks. I wish I could share with you that night, the subdued intense air of excitement and awe, the shadowy figures, the tramp of marching soldiers, the dim light playing on the faces of the girls in our truck. Eventually we were on shipboard, ready to drop from exhaustion, just before dawn. . . .

"We debarked at night, a little reluctant to sally forth, to leave the ship behind. This was a foreign country we were in. We stared into the darkness for a familiar face. We peered for Arabs and camels but instead saw American boys, soldiers and sailors, calling out and begging for newspapers and magazines from home. The air was full of flying literature and shouts 'Anybody aboard from Kentucky?, Vermont?, Brooklyn?' and so forth. We piled into trucks and were rushed through the darkness, cold, sleepy, homesick. Little Arab kids along the road shouted *Viva L'Americano.*

"We lived in tents on Goat Hill. All the privacy we had (fourteen to a hut) was under our mosquito nets. But it was for a time our home. . . . We set about to make it livable. . . . Our hospital was not yet ready, but many problems of the detachment boys came our way. . . . This is a man's world—a world of khaki, jeeps, latrines, mess kits, and profanity. We have seen and heard much that was heartbreaking, but one does not talk about it. There are interesting situations and ample opportunity for casework. . . . We are needed. . . .

"Our tent hospital was finally ready and we moved in. Our patients want innumerable things of us. There are countless questions about mail, cables, lost friends, back pay, and allotments. Purple Hearts to be sent home. One soldier asked us to get him a picture frame, he had an arm off. We did, and helped him fit his wife and child's portrait into it saying, 'They are lovely.' He said, turning his head, 'They died last year. I thought I'd try to keep it clean.'

"An ambulant patient rushed into our office, threw a cablegram on my desk and rushed off saying, 'Read it. Do something about it.' The message announced the death of his mother.

"Johnnie, nineteen, had his leg in traction. He hadn't seen his family for eighteen months. He learned that his older brother was in a camp four hundred miles away. We arranged through our C.O. and the field director there, so that the brother's C.O. put him in charge of a train coming our way. He stopped off and spent the day with Johnnie.

"At first the men in our 'sad sack' ward, amputations to you, all asked for candy. Well, they still ask for candy, but they are beginning to grope toward facing the reality of their handicaps and ask each other and us for things. Like the cripple in 'King's Row' they are wondering if one must feel crippled inside because one is crippled outside. They are beginning to talk about possible jobs back home. Sam is

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afraid his wife cannot love him now that he has lost a leg. He gets his greatest reassurance from Jim who said 'I guess people could love you better for a weakness, so long as they don't have to pity you. There will be lots of factory jobs. We can support the family. They better not hand that sob stuff to us.'

"Despite the imperative needs for concrete services—and they run the gamut—we are beginning to see that our chief job is skilled listening."

THE FOLLOWING EXCERPT COMES FROM A PSYCHIATRIC social worker on Alaskan assignment. Her Red Cross recreation room for the convalescent patients had just been opened and furnished. She had been at her post two months.

"It was exciting the night we opened. Our Quonset Hut is furnished with overstuffed couches and chairs. The spinet came in time, out of tune, and its tuning kit missing, but it didn't matter. We gathered around, patients, boys from the medical detachment and us, and sang, as out of tune as the piano but all voices charged with feeling. Some patients sat relaxed and rested, others at the craft table—working quietly at caribou horn rings and pyrocraft dog tag chains. The reaction of all the men when they saw the room was, 'Why, it's just like home.' We are fortunate in our Red Cross hospital recreation worker. It was her imagination and ingenuity, the warmth of her own personality transmitted to the room, which made it homelike.

"After refreshments I was cleaning up and one of the boys said, 'Here we sit, a lot of husky guys and let you clean up.' Another cut in, 'It *is* just like home.' We all laughed, while the men sat around happy and relaxed, and I finished the little chore.

. . . "We began our work with a great advantage. Red Cross was wanted. We were welcomed and given every kind of cooperation both at the post and our hospital. . .

"The story of the army men here in Alaska will never be told, more's the pity. It's not dramatic. It's a story of how men came into the tundra, into fog, rain, snow and wind and built army bases. It took courage and stamina, different perhaps from that necessary for direct combat, a dogged slugging and working, day after day, month after month until quarters were built, roads plowed through, plumbing installed. It has a heroism of its own, more striking since the men themselves did not see it in terms of tested courage, but rather of something that had to be done. They speak of initial hardships casually, and say they now have country club life. It is here and in similar places that the timbre of our men is tested, here that we see that the backbone of democracy is sound. . . .

. . . "This is a country of amazing weather contrasts. . . . We have glorious storms with incredible color in the sky . . . it is as if one were granted a glimpse of the illimitable universe, a terrible privilege. . . .

"I am learning to take things as they come, the first things first."

THE MEDICAL SOCIAL WORKER WHO SUPERVISES CASEWORK in hospitals throughout the South Pacific, sent a masterly report from her area. Her story is one of hospitals in tents, in fine old schools, in the bush, in hill country, along the shores of tropical rivers, of temporary hospitals on the move or changing from evacuation to station or general hospitals. Here is a fragment:

"I am impressed with the flexibility and durability of our workers. Many of them work fourteen-hours days, seven days a week. When others arrive from the states their regimes will become more normal; as it is, they are showing untiring devotion for the most part. The needs of the patients are being realistically met. The girls have had to endure hardships, but no one seems to mind.

"In a hospital I visited, the Red Cross office was in a tent which the patients used as a reading room. When the worker was at her desk, the patients, thirty or forty of them, would sit quietly reading, writing and playing cards, interrupting her only occasionally and being most considerate. If she left her desk for ten minutes while on an errand, when she returned the tent would be empty. The army gave her an additional tent because it was needed, but it will be useless until we can supply another 'G.I. Angel,' as the men affectionately dub the Red Cross worker, for the desk."

This supervisor travels sometimes 10,000 miles by bomber to cover an island evacuation hospital.

In these areas, hospital ships, planes, and trains are met by club workers, hospital recreation workers, and medical or psychiatric social workers. This joint Red Cross service has been undertaken to meet the needs of the men—who want ice cream, coca colas, pocket puzzles, comfort kits and magazines, and who frequently call for social service to help figure out what to do about bad news from home.

A RED CROSS WORKER IN ENGLAND HAS WRITTEN: "THE social service problems in so many cases are unique. We have no time for lag at any given point. Our work is challenging. This keeps our morale at a high level regardless of pressure of work at hand. We had tea with the lady almoners . . . next week I visited Anna Freud's clinic. . . ."

FROM A CASE SUPERVISOR STATIONED IN EAST ANGLIA came the following: "Our program in England is going to be thrilling if we can supply enough personnel. . . . The hospitals where air casualties are taken are begging for Red Cross workers to talk to and to help direct the energies of these excited youngsters. It is such a downy chinned outfit. They want someone to read the poetry they have written, to admire their drawings, to see the pictures of their best girls. . . . They have seen the worst fighting of the war. While I was there they brought in one beautiful little lad after a night's flight, all broken up. . . . What cheers one, though, is that the army medical officers truly understand medical and psychiatric social service, utilize it and ask for more."

A PSYCHIATRIC SOCIAL WORKER STATIONED IN A HOSPITAL of the India, Burma, China command, when asked to suggest and comment on the suitability of uniforms and equipment for the East, replied in part:

"This was to have been a letter telling you how to better equip workers. I still maintain that the best equipment is: a zest for living, awareness of the fitness of things, common sense, intelligence, honesty, social grace, adaptability, approachability, dignity, graciousness, emotional stability, flexibility, a sense of humor and durability. With this equipment most obstacles can be conquered or seem unimportant. . . .

"One of our soldier patients lost three fingers. He is a musician in civil life. We got him, through a volunteer, an Indian musical instrument, pumped with one hand, played with the other. Our recreation worker had a male

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quartet going on one ward so we hitched him up with them. They have given lovely concerts in all the wards. . . .

"Certainly shopping for souvenirs and writing letters for the wounded are not dramatic, but both services deal with love, money and family relationships, mighty significant constellations. . . .

"Polish refugee children gave a concert for our patients last night. They were wild with delight when two of our patients spoke to them in Polish. . . .

"The biggest elephant I have ever seen just lumbered past with a swing of one hoof then a hitch and a rhumba, he is part of a circus we are having for the patients. They are going now in G.I. maroon robes, walking, hobbling on crutches, in wheelchairs. . . ."

A WORKER IN THE NEAR EAST COMMAND, IN WRITING of her temporary field hospital, cheerfully reported: "The hospital consists of huts, tents, air conditioned trailers all higgledy piggledy on two sides of a creek. . . . Hereabouts, a hospital is anything with a sign on it proclaiming that fact. The layout at first seemed like the rat maze in Psychology 2, but I was buoyed up by the thought 'if a rat can do it so can you' . . .

. . . "On Christmas Day I visited the orthopedic wards. What I saw was pure unadulterated courage. I am glad to be working where I can help these amazing boys. . . . The work is hard and heartbreaking at times. But don't call us noble. We are really having the greatest experience of our lives . . . everyone has been good to us. After all it is the boys who are doing the fighting."

THUS FROM THE HEARTS AND MINDS OF THE MEDICAL and psychiatric social workers serving with the Red Cross overseas come vignettes which offer us glimpses into the present lives of many of our former associates. Until they and the men they serve are home from the wars, we cannot hope for their whole story, but such fragments as these are enough to give an intimation of its epic pattern.

Mexico's Family Dining Room

By ESTHER LUCILE BROWN
Russell Sage Foundation, New York

AMONG the institutions in Mexico City sponsored by the Secretariat of Public Assistance, the *Comedor Familiar* or Family Dining Room should interest even the weariest social worker. In appearance it is like an American cafeteria. The square tables which fill its long hall, its counter along which people move their trays, its great refrigerators, pressure ovens, huge cooking kettles, and dishwashing machines—all have been purchased in "the States" or patterned after American equipment. Only the electric machine that mixes, rolls, cuts, and bakes the maize-cakes, tortillas, in a never-ending stream is completely Mexican.

The location of the modern cafeteria is apt to surprise the foreign visitor. It is not on the Avenida Madero where wealthy Mexico has copied our quick lunch and drugstore counters, but within an imposing new building in the bedraggled colonial section, where steam tables and paper napkins were formerly undreamed of luxuries. The reason for its location is inherent in the words of the Secretariat of Public Assistance: "The democratic ideal is not that the wealthy shall eat with their fingers, on the floor; but that the humble shall sit at a table and eat with decency." And sit at a table the humble do—more than 1,200 of them three times a day, six days in the week.

As preparation for eating "with decency," everyone is required to check his bundles and wraps upon entering the building, then wash his hands at one of the great porcelain fountains. After the meal he cannot recover his possessions until he has brushed his teeth at a similar fountain. Shelves with long rows of cups, each containing the numerous brushes of a family, stand silent witness to Mexico's effort to improve health and cleanliness. To lend dignity to the dining room and an atmosphere of relaxation and recreation, music is reproduced through a loud speaker, while bright, warm murals look down from the great walls.

The *Comedor Familiar,* however, does not exist primarily for the purpose of providing amenities to the poor whom it serves. Its real reason for being is to furnish families of limited financial resources with "adequate, healthful, and nutritive" food at prices within their means. Hunger has long been the gravest social problem with which our neighbor country has been faced. As Hubert Herring wrote in "Mexico: The Making of a Nation": "Mexico is sick. She will not be cured by the best medicines and doctors and hospitals. She is sick because she is poor. Her people need more and better food, more adequate sanitation, more comfortable houses."

THE federal government of the Republic, clearly aware of the extent and seriousness of this sickness, has undertaken to make national dining rooms part of its technical equipment for attacking malnutrition and bad living conditions. Thus, notes the Secretariat of Public Assistance, Mexico places itself in the front ranks of an international movement for bettering the nutrition of the people—a movement formerly promoted by the Commission of Hygiene of the League of Nations, and already supported in the New World by Uruguay, Argentina, Chile, and Peru.

It was President Avila Camacho himself who authorized the Secretariat to establish federally supported dining rooms in districts where large numbers of persons are suffering from too little or too poor food. Dining Room Number One has been in operation for nearly two years; a second is under construction; and it is assumed that others will be provided as soon as building materials are more readily available.

The fact must be recognized, however, that no *Comedor National* can serve, at any one time, the nutritional needs of more than a small percentage of persons living in its neighborhood. Therefore, in sections of the city where most families have insufficient income to maintain a decent minimum standard of living, careful selection of patrons is imperative. The Secretariat might logically have decided that its dining rooms should be made available to those in greatest need of food. Had such been the decision, it could have opened soup kitchens where inexpensive but nourish-

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ing meals would have been given, without cost, to those most nearly "down-and-out." Its decision was very different, however. Emphasis was to be centered upon *families:* families with several children, at least three of whom were under sixteen years of age; self-respecting, hard working families, representative of the potential strength of the Republic, which could be helped quickly to raise themselves to a position of greater usefulness in the community. "We are not dealing," declared the Secretariat, "with humiliating charity that the government distributes among the destitute. We are dealing with a service which the State extends to families who are honorably struggling to occupy their place in society but who, in spite of their efforts, have not succeeded in providing their children with healthful and sufficient food. . . ."

PATRONS of Dining Room Number One probably spend scarcely less money for food than formerly, but they receive well cooked, attractive meals that have been scientifically planned to furnish adequate calories and vitamins. The amount charged for the meals is determined by the number of persons in the family as well as its monthly income. For families whose average monthly income *per person* is from 10 to 15 pesos ($2.20 to $3.30), weekly meal tickets cost about 39 cents a person. For those in the 15 to 20 peso income bracket, each ticket costs about 45 cents weekly. Slightly more prosperous families, who average from 20 to 25 pesos per person monthly, pay approximately 54 cents a ticket. Those with 25 to 30 pesos, the maximum income which permits use of the dining room, are required to pay 66 cents per person weekly. Since five and six children are not unusual in Mexican homes, one or more free tickets is often given to members of large families. Temporarily unemployed breadwinners and their dependents are frequently cared for without charge.

Money received from the sale of weekly meal tickets partially pays for the cost of food purchased by the cafeteria. The government assumes responsibility for the remainder of the bill. It also provides for maintenance of the dining room, and for the salaries of the large staff of administrative and professional personnel, and kitchen employes.

It might seem that the preparation of three carefully planned meals daily for more than 1,200 persons plus the attempt to encourage cleanliness and human dignity, would be a sizeable enough undertaking for one project. But the dining room offers two additional services that are of basic importance to the success of the plan. The first is a service provided by the department of social work; the second that of the department of medical and dental care. An educational program has also been planned but, as yet, only part of it has been undertaken.

To the department of social work come the initial applications for use of the dining room. If the written request indicates that the family is eligible for admission on the basis of income, number of children, and proximity to the *Comedor,* an extensive socio-economic study of the family is made by a professional social worker. This study, for which a fee of 3 pesos is charged if the family is subsequently accepted, is similar to an investigation by an American relief agency. Data are obtained about other forms of public or private assistance received, about any real property owned. The amount and percentage of the family income spent for food, housing, clothing, fuel and lighting, school supplies, and other items of expenditure are listed. Detailed note is made of the physical appearance of the home and its hygienic condition, as well as of the workshops where the adults are employed and of the schools which the children attend. Attention is given to the amount of education of each member of the family; to existing family relationships and relationships with other workers, pupils, and neighbors. The nurse-dietitian who accompanies the social worker is concerned with discovering whether the family diet provides enough carbohydrates, proteins, fats, minerals, and vitamins for each member of the family. Since the traditional food of the poor in Mexico consists of tortillas and frijoles or blackbeans, her report frequently notes grave inadequacy.

If the department of social work recommends acceptance of the family, each of its members must have a physical examination by the staff physician or by the American doctor who is temporarily engaged in a study of nutrition for the Rockefeller Foundation. An examination by the salaried dentist is also a requisite. Unless communicable diseases are discovered which would endanger other patrons of the dining room, the application is then presented to the committee on admissions for final acceptance or rejection.

ON acceptance of an application, the resources of the *Comedor* are put in motion to expedite the family's physical and economic improvement. The social worker offers continuing service in helping the father or mother to find a more remunerative or healthful job, and in aiding the family to participate in community educational and recreational facilities. The dietitian assists the mother who wants to better her homemaking. Medical examinations are repeated at three-month intervals to discover what physical improvement has been made; the dentist furnishes almost complete restorative and preventive service.

Shelves of children's books and low tables and chairs await the youngsters who are encouraged to come to the *Comedor* to read. This service is exceedingly popular in a city where only the wealthy can buy books and where no public library, until the opening of the fashionable American Franklin Library, provided reading material for home use. Books for adults on child care, homemaking, cooking and nutrition are also available. Because of lack of space and perhaps personnel, plans for holding required classes in nutrition for mothers have not yet been put into effect. For similar reasons a nursery, where mothers could leave small children during mealtime, is still only a proposal.

The success of the *Comedor* can be measured, in part, by the rapidity with which patrons are prepared to discontinue its use, thus making room for others. Some families can be helped to a position of greater independence within a few weeks; some need months. The Secretariat of Public Assistance has set the maximum period of time that a family may use the dining room at one year and a half. Only in rare instances, when the department of social work is convinced that a somewhat longer period would yield large results, is a family permitted to continue eating there beyond the maximum time limitation.

The Secretariat views the undertaking as an investment in citizenship of sufficient importance to merit the money and energy expended, but an investment that must reach quickly as many persons as is profitably possible. Sensing that "it is later than you think," Mexico has decided that only by immediate and unremitting efforts can a country, whose people have so long been grievously oppressed, hope to be victorious over its age-old heritage of hunger and sickness.

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Here in Washington . . .

By Rilla Schroeder

THE Senate's Special Committee on Postwar Economic Policy and Planning (the George committee) filed its first preliminary report on November 18. The two-and-a-half page report is concerned with cancellation of war contracts disposition and sale of surplus property, and industrial demobilization and reconversion. But in spite of its size it should, perhaps, not be regarded as only a very small mouse produced by a mountain after months of labor. There are good men on the committee, and the half-page list of experts they heard indicates that they have been talking to men who should know the answers.

The report reveals that the government has already found it necessary to cancel approximately 10,000 contracts and to dispose of "large surpluses" of removable property, without any well-defined policy or over-all plan for doing so, nor "any consideration of the impact on the national economy." To cope with this problem, which will be greatly intensified at the end of the war, the committee has made seven recommendations. They are, in brief:

1. In the determination of what contracts should be cancelled, consideration should be given to the employment situation, the convertibility of the contractor's plant to civilian production, and to other factors.
2. The power of final determination of funds owing a contractor as the result of cancellation should be placed in an independent tribunal and not in the hands of the contracting officers.
3. The government should assume the same obligation of fair and speedy settlement to all war contractors, whether they be prime contractors, subcontractors, or "in the various layers of contractors below subcontractors."
4. The prime object in the disposal of war plants and equipment should be their return to competitive economy.
5. Such disposal should be made in a manner to discourage monopoly and encourage small enterprise.
6. Government owned equipment should immediately be removed from privately owned plants upon the cancellation of contracts.
7. The prime object in the disposal of surplus war supplies should be their economic use.

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THE PRESIDENT'S REQUEST OF OCTOBER 27 for early action by Congress on a program of education for discharged servicemen has been translated into legislation by Senator Thomas of Utah (S. 1509) and referred to the Committee on Education and Labor.

The need for haste is indicated by the increasing number of men receiving their discharge. It is estimated that the figure in 1944 will reach a million and of these only about 10 percent will be battle casualties.

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THE HOUSE APPROPRIATION COMMITTEE rejected completely the U. S. Public Health Service request for funds to provide physicians in areas deprived of medical care because of the war emergency.

In explaining their emphatic "No," the committee conceded that a critical situation existed in many areas, but declared itself unwilling to take such a radical step as authorizing federal funds to cover the need. The committee expressed the opinion that some means could be found other than federal aid if the communities would really put their minds to the problem. Anyway, it concluded, if the affected areas "cannot and will not solve their local needs," maybe Congress will do something about it later.

The House committee was kinder, but not much kinder, to Dr. Parran's nurses training program. His request for $10,000,000 was cut to $7,500,000 and doubts were cast upon his figure of 65,000 student nurses as the year's goal to fill the need. As a matter of fact, Dr. Parran was being conservative.

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UNEMPLOYMENT HIT A LOW OF 700,000 in October, according to the Bureau of the Census.

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THE LUCE "MANPOWER BILL" (HR 3556) proposes to set up an Army and Navy Maintenance Corps into which would go all persons deferred, released, or discharged from military service. Members would be given ranks and grades comparable to the army and would receive the same pay, allowances, pensions, disability, and death compensation. The only difference would be that they would wear no uniform.

After setting up the corps, whenever a public or private employer in essential war work had a manpower shortage that could not be met through voluntary employment, the Secretary of War would call into active duty the number of qualified corps men needed to meet the shortage and shoot them along to the "hot" spot.

Mrs. Luce has rewritten her bill a number of times and if and when it reaches the floor it will, probably, have been given considerable further overhauling. The essential features, however, have remained the same.

It rates mention because it is being given more serious attention in Congress than appears on the surface. Mrs. Luce believes in it and is making converts.

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THE PRESIDENT HAS SUBMITTED TO Congress for "immediate consideration" a three-point program protecting and extending the security rights of veterans.

In a message to the House on November 23, the President warned that the nation must give notice to its armed forces that the people at home do not propose to let them down. He recommended legislation and federal funds for:

1. The payment of a uniform, reasonable, mustering-out pay to all members of the armed forces upon their honorable discharge or transfer to inactive duty.
2. A uniform system of unemployment compensation payments for servicemen and women who are unable to find employment after demobilization, such benefits to be fixed irrespective of state laws.
3. Full credit for members of the armed forces, including merchant marine, under the federal old age and survivors insurance law for their period of military service.

The President estimated that about one half of the returning veterans have no unemployment insurance protection. Those who have, he said, will receive widely varied sums owing to the difference in amounts paid under the state laws. He said: "It is plainly a federal responsibility to provide for the payment of adequate and equitable allowances to these men and women who are unable to find employment after their demobilization."

Explaining Item 3 on his list, the President reminded Congress that members of the armed forces do not receive credit under the federal old age and survivors insurance law for their period of military service. He asked that Congress take immediate steps to remedy this situation, placing the financial burden on the federal government and providing for all servicemen on a uniform basis.

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MRS. BOLTON OF OHIO IS SPONSOR OF A resolution (H. Res. 336) authorizing an investigation by the House Committee on Foreign Affairs of the activities of the United States and the various federal agencies in connection with the United Nations Relief and Rehabilitation Administration.

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The Common Welfare

Has "P.R." Failed?

DURING the last war, parts of New York City elected socialists to the board of aldermen and the state assembly. The assemblymen were ousted. Thoughtful leaders like Charles E. Hughes and Alfred E. Smith condemned the ouster, and many who condoned it have been a little bit ashamed ever since. This November, New York once again leaped into the limelight with a display of wartime "radicalism." Included among the seventeen city councilmen just elected are two communists and a left-wing labor leader. No one proposes that they be ousted, but a familiar clamor is being raised against the system of proportional representation under which they were elected.

Some persons are maintaining that P.R. has failed because no such proportion as three-seventeenths of the people are communists or left-wing radicals. The fact remains that that was the proportion of the votes cast that went to the left-wing candidates. The radicals were shrewd enough to put forward able candidates who were not personally obnoxious, and who made strong appeals on grounds not obviously connected with communist doctrine. One of the successful communists had conducted himself creditably in the outgoing council and the other is a personable Negro newspaperman, educated at Amherst and Harvard Law School, who won the support of many non-radicals as the best trained spokesman for the special needs of Harlem.

Other minority representation was secured from four of the five boroughs. The three successful Republicans and one right-wing American Labor Party councilman were all recommended by reputable newspapers and by the nonpartisan Citizens Union. Presumably none of them could have been elected without P. R., for the Democrats made almost a clean sweep of the local offices filled by plurality elections throughout the city.

Especially noteworthy was the election, with votes to spare, of former Borough President Stanley M. Isaacs, and Council Minority Leader Genevieve B. Earle, only woman member of the last city charter commission. Both, previously elected as independents, this time ran on the official Republican ticket. Apparently the voters' freedom of selection under P. R. has influenced the personnel of both major parties.

Though the Democrats will have a working majority in the council as heretofore, their margin now is only 10 to 7. Thanks to the full representation of minorities, any two of the best Democrats will always be in a position to block action if the majority is tempted to put partisan interests above those of the public.

Besides New York, eight other American cities elected their councils by proportional representation this year. They were Cincinnati, Toledo, and Hamilton, Ohio; Cambridge and Lowell, Mass.; Yonkers, N. Y.; Wheeling, W. Va.; and Boulder, Colo. One of the most notable results was in Yonkers, a cosmopolitan community on the northern border of New York City, where the independent City Manager League reelected three councilmen out of five and continued a successful good government regime in control.

One community adopted P. R. for the first time this fall. This was the little seashore resort of Long Beach, L. I. As in all the other American P. R. cities except New York, the city council chosen there by P. R. will appoint and control a city manager.

Wartime Child Labor

THE growth of child labor in this country under war conditions and some of the problems it raises—immediate and postwar—are spread before us in the annual report of the National Child Labor Committee.

Pointing out that "we never know, between Census years, the exact number of employed children," the report estimates, on the basis of available data, that at least 3,000,000 boys and girls are holding wage-earning jobs, 750,000 of them under sixteen years of age. This represents a 500 percent increase over pre-war figures in many communities.

Among the major problems created by the increasing use of school-age youth to help meet manpower shortages are those of neglected schooling; injuries to health through unsuitable employment, long hours, accidents; distorted ideas of earning capacity and "a fair wage."

The report urges stay-in-school drives in every community, and plans for postwar educational rehabilitation for young people now leaving school prematurely. It points to the need for greater emphasis on physical examination before a minor enters employment, and more careful regulation of part time work for children still in school. On the question of wartime wages, the report shows that earnings of 50 to 75 cents an hour, now available to many boys in their early teens, are not only stimulating the movement of youth from school to jobs, but in the postwar adjustment, will probably mean "a good deal of resentment and rebellion" on the part of young workers.

This sobering review emphasizes the need to check illegal employment of young people through better enforcement of state labor and school attendance laws. Further, it underscores the need to maintain child labor standards, which "many states already have needlessly lowered." All such proposals, the report submits, should be considered in the light of local manpower needs, the importance to the war effort of the industry requesting modifications, and the effect of the proposed changes on the welfare of the community's children.

Welcome to America

"NATIONS like individuals make mistakes," said President Roosevelt recently in asking Congress to repeal the Chinese Exclusion Acts. Last month, our mistake in permitting such insults to a great people to appear on our statute books was rectified when the Senate followed the House in approving legislation lifting the ban against Chinese immigration and naturalization. Now, at last, Americans can be free from a feeling of hypocrisy when they express their warm admiration of a brave and stalwart people.

Our welcome to the Chinese, however, is more sincere than extensive. Even with the Exclusion Acts things of the past, under the immigration law quotas, no more than

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105 Chinese a year can be admitted to these shores on permanent visas. Only these and certain others who came here before 1924 are eligible for citizenship. There is certainly no reason to fear that through our change of heart we have placed American labor in danger of unfair competition.

Just what a drop in the bucket, Chinese immigration will be in relation to immigration as a whole can be judged from a glance at a recent report of the Immigration and Naturalization Service of the Department of Justice, covering the twelve-month period ending June 30, 1943. In that period, though immigration was at its lowest ebb since the Civil War, 23,725 newcomers entered this country with the intention of remaining permanently. The total permissible quota for the year was 153,774. During the year, the service assisted in the naturalization of 318,933 new citizens, including 37,474 members of the armed forces and 52,274 natives of enemy countries. Among these were the 1,425 service men and women who were granted their citizenship while overseas. This is the first time in American history that naturalization has ever taken place on foreign soil.

UNRRA Set to Go

ON November 29 at Atlantic City, N. J., the council of delegates of the United Nations Relief and Rehabilitation Administration adjourned its first formal session. After just three weeks its initial task was finished, and UNRRA was set to go. (See *Survey Midmonthly,* October 1943, page 272, and *Survey Graphic,* December 1943, page 487.)

Of good omen to the distressed peoples of the world as well as to the future of international cooperation, seems this record of swift and practical accomplishment. The first day saw Herbert H. Lehman, former governor of New York, unanimously elected as director general. As director of the United States Office of Foreign Relief and Rehabilitation Operations, Mr. Lehman had had much to do with making UNRRA possible.

Immediately presented to the conference was an anticipation of cost—$2,500,000,000—based on estimates of need. There are approximately twenty-one to thirty million homeless or displaced persons in Europe alone. Early agreement was reached on an administrative budget for UNRRA itself of $10,000,000 for the first year, with personnel of an international character, selected solely on the basis of individual competence, and with salary levels adequate enough to ensure high qualifications.

Dubbed by correspondents a "world community chest," UNRRA will get funds and supplies from member nations in amounts based on one percent of their national income. Policies governing distribution include a "due regard to the degree of urgency, and to the extent of damage suffered by member governments." The comparatively "rich" nations that have gold supplies and foreign exchange will have to use some of these funds to purchase what they need, and will not be allowed to stock up for themselves foodstuffs and other supplies needed for the immediate relief of "poorer" countries. The policies provide that all supplies must be distributed without regard to race, creed, or political belief. Plans for agricultural rehabilitation apply only to the first crop-year after the war, responsibility for long range planning being vested in other agencies.

Chairmanship of the four important standing committees of the council is to be distributed as follows: *supplies,* Canada; *financial control,* United States; *European area,* Great Britain; *Far Eastern area,* China.

Very practically, Mr. Lehman in his final press conference, stressed the importance of making administrative funds quickly available. The United States quota of the total will be $1,356,000,000 and President Roosevelt has already asked Congress to authorize the appropriation of amounts from this country as they are needed.

Housing Management

BAD management practices are among the principal causes of the deplorable housing conditions in New York's Harlem, according to persons who have studied the situation. To cope with this problem the Urban Housing Management Association, Inc., began operations on December 1. A non-profit corporation formed to stimulate and encourage Negro enterprise in the field of housing management, the association is sponsored by the New York Urban League and a group of persons interested in promoting better living conditions in the area. Staffed entirely by Negroes, it accepts the management of property which complies with its standards from financial institutions and from corporate and individual owners. All maintenance work in connection with the buildings under its management is done by Negroes.

Though Harlem is America's largest Negro community, most of its property is owned or controlled by white owners. It is largely handled by white real estate operators who, maintaining that Negroes require a special handling technique in which they are experts, have incited conditions of bad faith between owners and tenants. The Urban Housing Management Association, besides bringing an opportunity for Negroes themselves to demonstrate good management practices in the area, hopes also to prove that through such practices property in Negro areas can be made properly lucrative.

And So On

THE American Friends Service Committee reports that the needs of most displaced refugees in North Africa cannot be met adequately during the period of active warfare. Their immediate needs are being met through job placements and emergency aid, "but the larger solutions of repatriation, resettlement, or assimilation can only be achieved on a comprehensive scale in the postwar period." . . . The service of Savings Bank Life Insurance in New York is to be extended so that policies may be issued on a "rated basis" to applicants with minor physical impairments. Costs to standard policyholders in this low cost, over-the-counter form of protection devised by the late Louis D. Brandeis, will not be affected in any way. . . . In New York, the cooperators of the Amalgamated Housing Corporation and the Amalgamated Dwellings, cooperative housing developments founded by the Amalgamated Clothing Workers of America, are setting up a fund to pay one half the rent of the families of tenants who are expected to be called into the armed services by the father-draft. It is estimated that this "Victory Rental Chest" can be maintained by $1 to $1.50 monthly contributions from all tenant-cooperators. . . . Seven out of ten Americans think the present war will not be the last, according to a recent sample survey undertaken by the National Opinion Research Center, University of Denver. More than half the people questioned in the poll said that they believed that there would *always* be wars.

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The Social Front

War and Welfare

MACHINERY for coordination, consultation, and joint planning among private agencies long experienced in overseas relief is provided by a new American Council of Voluntary Agencies, formed last month. Membership is limited to agencies of proved financial stability and operating efficiency, and whose purposes are neither political nor propagandistic. Among the fifteen organizations already members are the American Friends Service Committee, the American Jewish Joint Distribution Committee, American Committee for Christian Refugees, the International Committee of the YMCA, and the National Board of the YMCA. Chairman is Professor Joseph P. Chamberlain of Columbia University, member of the President's Committee on Political Refugees and chairman of the Board of Survey Associates. One of the immediate purposes will be to coordinate the work of voluntary agencies with the new program of the United Nations Relief and Rehabilitation Administration.

Food for Freedom—Launched this fall as a new national agency, Food for Freedom, Inc., expects to conduct a nation-wide educational campaign about food problems. A non-governmental agency, in no way associated with the food trade interests, it sponsored the first National Consumers Food Conference this fall in Cleveland. Discussions covered such topics as "How Well Is Our Food Distribution System Working," "The School Lunch Program," "Best Use of Food in Wartime," and "How to Step Up Home Production." Similar conferences are planned for other regions as is a general informational and field service. Officers are Mrs. Dwight Morrow, chairman; James J. Patton, vice-chairman; Mrs. Edward McCauley, secretary; William J. Flather, treasurer. The executive secretary is Harold Weston.

Junior Service Corps—Cooperation of over twenty youth serving agencies in New York City was enlisted last month in the formation of a Junior Service Corps by Grover Whalen, chairman of the local Civilian Defense Volunteer Office. In discussing ways and means, it was explained that the Junior Service Corps is not a new membership organization, but a method by which boys and girls already members of other organizations can receive recognition of services rendered to the war effort. Those who pledge themselves to give one hour a week to some approved project will receive insignia through corps directors in the city's five boroughs. Among the projects already undertaken that entitle youth agency members to Junior Service Corps insignia are: clerical service to OPA, draft boards, and ration boards; salvage collection; bond and war stamp sales; making toys and furnishings for war nurseries; scrapbooks and comforts for men in service.

War and Children—Available now from the New York State Board of Social Welfare in the report "Effect of the War on Children," is the full record of eight public hearings held last spring by a special committee on juvenile delinquency. [See *Survey Midmonthly*, November 1943, page 313.]

Evidence from individuals and social agencies in New York City, Rochester, Buffalo, Troy, Binghamton, Albany, and many other communities is summarized to show many different aspects of the problem, such as the parent's role, school and delinquency, working mothers, changed economic status, psychological effects. The final section on community planning stresses the present challenge, the need for fundamental changes in attitudes as well as in planning procedures, and the need for unity.

Dietitians Needed—One thousand women dietitians are critically needed for overseas work, according to Major Helen Burns, director of medical department dietitians for the surgeon general of the army. Army training courses are available at Walter Reed General Hospital, Washington, D. C.; Brooke General Hospital, San Antonio, Tex.; Fitzsimons General Hospital, Denver, Col.; and Lawson General Hospital, Atlanta, Ga. Appointment carries rank equivalent to second lieutenant with pay and privileges of that grade. Candidates must be under forty-five years of age, with a college degree and a major in foods and nutrition, or institutional management.

News to Prisoners—First copies of an American Red Cross newsletter prepared for distribution to American prisoners in Germany and the Far East were mailed last month. Contents deal with subjects not connected with the war, and include state and local items, and short feature stories. In the first issue also was a Chick Young comic strip, "Blondie," a sports column by Hy Turkin, and a Stanley Woodward sports letter. Baseball and football scores will be a regular feature. Copy must clear through the U. S. War Department and Office of Censorship, and also through the censors and war departments of enemy nations. Distribution is through the International Red Cross Committee in Geneva.

Practical Nurses—Shortage of registered nurses, due to diversion to the armed forces, has prompted a systematic recruitment and training of "practical nurses" for service in hospitals and in private homes. Commenting editorially on this move, *The New York Times* sees it as "no wartime stopgap." Says the paper: "The practical nurse has always had her place in the hospital and the home. Her medical education is not as thorough as that of her registered colleague, but she makes it possible for the less affluent to receive the kind of care that they need. She is a homemaker as well as a nurse. She earns a respectable five to seven dollars a day in these parts. She is a necessity in peace as well as in war."

Accidents in Wartime—Contrary to experience in previous wars, civilian accident rates during this one have shown a commendably stable trend, according to the Metropolitan Life Insurance Company. Although the 1941 rate was about 8 percent above that in 1940, a slight decline took place in 1942, with similar experience so far in 1943. During the two years of World War I, the rate rose steadily. So far both occupational and railroad accidents, two of the major reasons for increase in the last war, have been well under control. Last year, accidents of all types took 93,000 lives in this country.

War Activities—Evidence of the many ways in which the San Francisco Jewish Community Center has broadened its essential civilian services to include war services is to be found in its just-published annual report. It maintains a hospitality center for men and women in uniform; a training center for civilian war services; gives classes in home nursing, nutrition, map reading, first aid, home appliances, and air raid protection. It serves as headquarters of an advisory draft board, as naval reception center for evacuees, and as a Red Cross disaster relief center.

Unique Service—A unique meeting of over 500 parents and relatives of servicemen who are prisoners of war was held in New York City last month at St.

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Thomas' Episcopal Church, arranged for by the National War Fund. The audience was given firsthand information about the way American prisoners of war are being treated by Tracy Strong, executive director of the War Prisoners Aid of the International YMCA, who had recently returned from an overseas tour of prison camps. "The great majority are protected against inhuman treatment by the universal observance of the terms of the Geneva Convention," said Mr. Strong. "They are treated as soldiers, not as prisoners."

The Public's Health

POSTWAR problems of morale received the major proportion of attention at the annual meeting of the National Committee of Mental Hygiene, held in New York last month. Among the speakers were Dr. James S. Plant, director of the Essex County Juvenile Clinic, Newark, N. J.; Dr. Nolan D. C. Lewis, professor of psychiatry, Columbia University; and Dr. George Stevenson, executive director of the committee.

"In the readjustment that follows the war," said Dr. Plant, "there will be no single problem greater than that of the reassembling of the individual." He warned of the problem of tolerance that every family now separated will face when its members are brought together again. Though the whole tendency of an age of specialization which has been accelerated by the war has been to break down the individual's sense of worthwhileness, he said, the core of the problem of future peace rests in the integrity of the individual. Individuals, he maintained, must be helped to understand their anxieties and fears, must be taught to appreciate the role of symbols in the discussion of reality experiences, must be able to see before themselves a cause in which they are willing to lose themselves if a sufficiently strong morale is to be attained for the maintenance of peace in the postwar period.

Dr. Lewis named the psychological "public enemies" that will menace the coming generation as abnormal fears, worry, indecision, inferiority feelings, and boredom. He expressed the fear that they will be even more prevalent in the future than at the present, because of "our failure in the field of education." But because those who are now young will get the full brunt of "the results of a great mass of social, political and economic blundering" they "will need as much mental equilibrium as can be acquired."

Dr. Stevenson reported on the work of the committee during the past year, pointing out that "the foremost task has been to promote the improvement of the selection of those entering the armed forces." Harry Pelham Barnes, the committee's treasurer, paid a special tribute to the late Clifford W. Beers, its founder. Presiding at the meeting was Dr. Adolf Meyer, the committee's president since its establishment thirty-four years ago. Dr. Meyer recently announced his coming retirement.

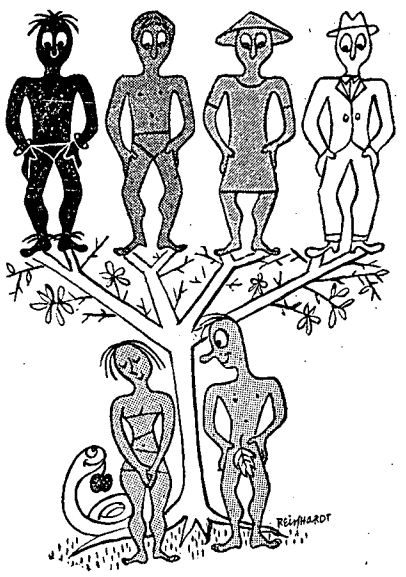
Skin Bank— First skin bank to be organized in this country was recently set up in the Pennsylvania Eastern State Penitentiary at Philadelphia, where fifty long term convicts have been typed and are ready to make skin donations wherever needed. The bank grew out of appeals for volunteers to give skin to badly burned children. Herbert M. Goddard, chairman of the penitentiary board of trustees, has announced plans to organize skin donors in prisons throughout the country.

School Health—A selective service report that 25 percent of the eighteen and nineteen-year-old draftees were not physically acceptable for general military service has stimulated plans in Illinois for the development of "more effective, continuous, and coordinated public health programs in the schools." A joint committee of state officials, educators and public health officers, formed last September, is conducting a thorough study of school health programs. The study is under the direction of Dr. Clair E. Turner, professor of public health at the Massachusetts Institute of Technology, an expert on school health programs, who has been brought to the state by the Illinois Department of Health.

Birth Control— "Better Health for 13,000,000" is the title of a recent publication by the Planned Parenthood Federation of America (501 Madison Avenue, New York 22, N. Y.,) covering the results of birth control demonstrations under public auspices among groups of southern Negroes. The demonstrations which took place over a two-year period were undertaken in Nashville, Tenn., and in Berkeley and Lee Counties, S: C., in an effort to find out whether the most disadvantaged groups in our population would be willing and able to employ methods of family planning to help solve some of their health problems. They were stimulated by vital statistics which show that maternal deathrates among Negroes are twice as high as among whites, and that Negro infant mortality is 1½ times as great as the white rate.

In the Nashville demonstration, 5,000 home visits were made by public health nurses to women whose physical condition did not warrant childbirth and 2,000 women were urged to come to clinics for examination and service. Of the patients who accepted the physicians' advice, 88 percent were successful in postponing pregnancy until their health had improved. In Berkeley County, S. C., 80 percent of the 1,000 patients visited were willing and able to follow the birth control methods prescribed. The Lee County demonstration was equally successful. Included in the report is a description of the eductaional efforts undertaken by Negro organizations during the past three years to give the "rank and file" an awareness of the benefits of planned parenthood.

Hearing— Over 4,000,000 children a year now receive hearing tests through audiometers, according to Warren H. Gardner, president of the American Society for the Hard of Hearing, who spoke at the recent annual meeting of the American School Health Association. Among other findings, the tests have revealed that: about 5 percent of any large group of children may be expected to have some hearing deficiency; about 1½ percent to have one bad ear; one percent, to have hearing handicaps warranting special adjustment in the schoolroom.



"The peoples of the earth are one family," says the caption under this illustration in "The Races of Mankind," Public Affairs Pamphlet, No. 85. It is but one of the numerous intriguing line drawings by Rheinhardt which are interspersed throughout the text of a simple exposition of the fallacies of race prejudice. Based on scientific findings and prepared under the supervision of a committee of the American Association of Scientific Workers, the pamphlet refutes irrevocably the assumption that progress in civilization has been the monopoly of one race; or that "character" is in any way a racial characteristic. Price 10 cents from the Public Affairs Committee, 30 Rockefeller Plaza, New York 20, N. Y.

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The full significance of these findings emerges when they are related to the studies of the U. S. Public Health Service and the National Research Council which show that 25 to 30 percent of ears with slight hearing loss now may be expected to have marked losses within five years.

In order to prevent deafness as well as to bring aid to the hard of hearing, the American Society for the Hard of Hearing, which celebrates its silver anniversary in 1944, has devised a seven-point legislative plan. The recommendations include: scientific hearing tests for all children; otological follow-up including examination, treatment, and care; itinerant instruction in lip-reading, voice, and speech; vocational guidance for the hard of hearing school child, and assistance in job placement for all persons so handicapped; full time directors of work for the hard of hearing on the staffs of the state departments of health and education; training courses in lip-reading in state teachers colleges and universities.

A fairly detailed discussion of what can be done toward the prevention of deafness and the rehabilitation of the hard of hearing is contained in the report of the kindred group program on rehabilitation of the handicapped of last spring's session of the California Conference of Social Work. (Price 50 cents from Mrs. M. R. Miller, 1209 Crenshaw Boulevard, Los Angeles, Calif.) The program, which was arranged by Dr. B. V. Morkovin, chairman of the social service committee of the Pacific zone, American Society for the Hard of Hearing, touched on the training programs for the various types of physically handicapped, but placed particular emphasis on the hard of hearing.

The White Plague—Tuberculosis is taking a higher death toll in proportion to other causes in urban and rural war impact areas than in urban and rural "non-critical areas," according to a sampling of 1942 death certificates made by the Bureau of the Census and analyzed in a recent issue of *Public Health Reports*, bulletin of the U. S. Public Health Service. However, figures for the country as a whole—which so far are only provisional—show no serious reversal of the favorable tuberculosis mortality trend which has been in evidence since the turn of the century. Between 1900 and 1920, the mortality rate from this disease was cut in half, and it was halved again in the next twenty years, so that in 1940 it was less than a quarter of what it was in 1900. The rate for 1941 established an all time low. Provisional figures for 1942, however, indicate a slight increase. The report points out that though a war period brings about conditions which may aggravate the incidence of the disease, it also brings about certain measures which may have long range favorable effects. Specifically, these are the mass X-raying of millions of persons in induction centers and war industries, bringing to light thousands of cases in the early stages.

In Massachusetts, only 15 percent of the men rejected by the army because of tuberculosis have been found to be cases previously reported to the state. According to an article in the *Massachusetts Health Journal*, the great majority of such rejectees are greatly surprised to learn of their condition. Approximately 10 percent have been found to have the disease in an advanced stage. . . . The Wisconsin Anti-Tuberculosis Association reports that the state tuberculosis hospitals attempting to cope with the personnel shortage are finding ex-sanatoria patients a valuable resource. Many former patients who have had difficulty finding employment in the outside world because of their limited work capacity, have been fitted into sanatoria positions where they can work under controlled conditions. . . . In Illinois the state department of public health, in cooperation with the U. S. Public Health Service, local health officers, and tuberculosis associations, is offering war industries a special tuberculosis case-finding service. At the request of an industrial plant, the department brings in without charge equipment and personnel for X-raying all workers willing to take advantage of the opportunity. Reports on the results of the pictures are sent to the workers' private physicians. A similar program in operation in New Jersey on a demonstration basis is reported in "Tuberculosis Control in New Jersey: 1942," the annual report of the New Jersey Tuberculosis League. Of 40,092 workers X-rayed in nine industrial plants, 507 showed signs suggestive of tuberculosis. The suspects were referred to local agencies for follow-up care.

Concerning Children

THE War Manpower Commission, the U. S. Office of Education, and the U. S. Children's Bureau, recently collaborated on the statement of policies applicable to the part time employment of school age children. The first obligation of these youth, says the "statement," is to take advantage of educational opportunities. Schools, employers, and parents must realize their responsibility in safeguarding the welfare and development of youth. Where employment is necessary, a local advisory committee with representatives of business, industry, the press, organized labor, and other interested groups, should be appointed by the school authority to oversee employment. For students sixteen to seventeen years old, hours of employment should not exceed four on school days, nor eight on days when school is not in session, and students should not work later than ten o'clock in the evening. Fourteen and fifteen-year-olds should not work more than three hours on school days, or eight on non-school days, nor before seven A. M. nor after seven P. M. One day in seven should be free from employment. Wages are to be at the same rate as adult wages for similar job performance, and should in no case be lower than wages set under the Fair Labor Standards Act.

Behavior Project—Beginning in 1937 in St. Paul, Minn., the U.S. Children's Bureau carried on a project in community organization for treatment of behavior problems in children. Services of this project have now been brought to a close but, as a direct outgrowth, St. Paul has set up a coordinating center for community services to children. Community agencies are cooperating with the center. From 1937 to 1943, 1,500 persons were registered with the project for the case-work or group work program, 727 children were treated individually, and during the last two and one half years attendance at group work programs was more than 80,000. A complete analysis and evaluation of the experiment is now in preparation.

Day Care—In many states and communities, the number of day care centers is steadily growing. The Pennsylvania Committee on Child Care of the state Council of Defense reports that it has opened twenty centers throughout the state, equipped for 900 children. Federal funds under the Lanham act have been granted for seven centers. In New York City the number of day care centers for children of working mothers has reached twenty-eight. All-day care is given to 1,335 pre-school children, six days a week. Six hundred school age children come to these centers after school.

Injured Children—Statistics based on workmen's compensation cases show an unmistakable increase in total injuries to minors, according to information in the November issue of *The Child*. Part of the increase can be attributed to the greater number of minors now employed but, on the whole, youth under eighteen tend to show a higher accident rate than adults in comparable work. In Illinois, injuries to minors in 1942 grew by 60 percent over the 1941 figure; in New York by 58 percent. In Wisconsin the increase was 135 percent. A Pennsylvania report states: "Our records show an increase of accidents out of proportion to the number of sixteen and seventeen-year-old children employed." According

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to reports published in New York and Wisconsin, injuries to illegally employed minors showed a 100 percent increase, considerably higher than among those employed in conformity with the state child labor laws.

Homes—New ways and means of increasing the number of foster homes for boarding children are being tried out in many communities. In New York City, 3,000 boys and girls need homes now, and visiting nurses of the city health department have been asked to inquire about the possibilities for boarding children when they notice a suitable home. Chicago, Syracuse, and Seattle have already carried on extensive campaigns to find foster homes; and recently Indianapolis has started a "Board-a-Child Campaign."

In Occupied Europe—A "Study of the Health of Children in Occupied Europe," published in Montreal by the International Labor Office, presents such facts as are available about food supplies, legal rations, food quality, diet deficiencies, and general living conditions throughout Hitler controlled territory. There is also a brief treatment of the consequences in terms of spreading disease, rising death-rates, psychological and social effects, and an inevitably depressing presentation of the problems that will beset reconstruction in Europe. From ILO, Montreal.

Against Crime

OVER 1,000 delegates from all parts of the United States, including Hawaii, attended the annual conference of the American Prison Association, the Congress of Correction, in New York City, November 20 to 22. Highlights included discussion of war created administrative problems, postwar preparation, philosophy of correctional treatment, juvenile delinquency, probation and parole, prison industries, educational and vocational training. Assistant Secretary of State, G. Howland Shaw, chairman of the session on juvenile delinquency, stressed the need for the practical application of already available knowledge about the problem. Austin H. MacCormick, executive director of the Osborne Association, pointed out that "the first question to decide is whether society is best protected by a savage punitive philosophy, or by a humane philosophy using institutions to prepare the offender for return to a free world." Major P. V. Wagley, M.C., of the Sixth Service Command Rehabilitation Center, said, "In our work we are not interested in revenge, but in treatment instead of punishment." James V. Bennett, director, U. S. Bureau of Prisons, led a discussion on abandonment of the cell block, division of disciplinary control, military drill, vocational education, parole, and selective service classification.

Joseph W. Sanford of Atlanta was elected president of the association for the forthcoming year. Vice-presidents elected were: Sam A. Lewisohn, New York; Charles W. Sherwood, Ohio; Frank M. Smith, Virginia; Clinton T. Duffy, California; Franklin R. Wilson, Pennsylvania.

Special emphasis at the Congress of Corrections on the part played by prison inmates in war production came by way of four War Production Board certificates of merit, presented to Sam A. Lewisohn, member of the Federal Prison Industries; James V. Bennett, director, U. S. Bureau of Prisons; Lewis E. Lawes, consultant to the government's prison industries branch; and Dan Turner, former governor of Iowa. President Roosevelt, in his message to the congress, commended "the admirable industrial system of the federal prisons," and messages complimenting prison production were received from twenty-one state governors.

Less Crime—The Citizens Committee on the Control of Crime in New York, in its annual report, credits New York City with the lowest crime record in its history, during 1942. The crime rate for New York City for eight major crimes is much lower than that for other large cities—only 432 per 100,000 population, against an average of 1,487. Only for manslaughter by negligence is the New York rate higher, and this is due to the large number of deaths from automobile accidents.

Crime in New York City has been steadily declining since the summer of 1940, when the defense program was started. In the twelve months ending June 30, 1940, the total crime rate was 1,196 per 100,000 population. Since then it has fallen to 936, while the ratio of crimes solved by the police rose from 53.6 percent to 60.3 percent.

Resistant Prisoners—That trouble makers in prison had more of a history of juvenile delinquency, were serving shorter sentences, had a higher intelligence quotient, came from families that showed a general lack of interest in their welfare, and showed more of a tendency to condone acts of cruelty than the ordinary run of prison population, are among the conclusions in a detailed study, "Trouble Making in Prison: A Study of Resistant Behavior as an Administrative Problem in a Medium Security Penal Institution," by Jerome G. Sacks. This study was submitted as a doctoral dissertation to the Catholic University of America, and was based on data and records about the prisoners, interviews with prisoners and guards, and observation while serving as a parole interne over a two-year period, at the District of Columbia reformatory. Conclusions reached were that family problems should be considered as an integral part of the prisoner's situation; that there is a need for further development of special psychiatric and social services, for the education of prison personnel, and for a more effective recognition and treatment of problems of behavior; that institution executives, to reduce the number of administrative problems of maladjustment, will need to inquire carefully into the prisoner's total situation. From the Catholic University of America, Washington, D. C.

Professional

AMONG the many state conferences of social work which met last month (November seems to be the favorite time for conferences), two held their meetings within a week of one another in the Hotel Pennsylvania in New York City.

The first was New Jersey's, which met outside of its own state because of the impossibility of getting hotel accommodation on its "war-impacted" home ground. In spite of the many wartime problems bearing down on its members, the conference began with "An Integrated Attack on Postwar Insecurity," a panel discussion with participants from labor, industry, and federal agencies presenting their views on how to cushion the impact of demobilization and maintain employment in time of peace. Other meetings considered postwar planning in relation to health; relief, rehabilitation and public works; the aged. One topic of more immediate concern, juvenile delinquency, drew large crowds both to a luncheon meeting and to a follow-up panel discussion. The luncheon speaker, Austin H. MacCormick, executive director of the Osborne Association, maintained that juvenile delinquency is an age old problem toward which the proper preventive measures have never adequately been taken, but he excoriated those public officials who remain complacent about the present wartime increase in its incidence. At the panel meeting as much discussion came from the floor as from the panel itself. People wanted to know why some children from the same environment are delinquent while others are not, how to get the "tough boys" interested in recreational programs, how to make a community realize the importance of financially backing a preventive program.

The same lines of interest ran through the New York conference. At a general session devoted to a discussion of future security Eveline M. Burns, formerly chief of the economic security and health section of the National Resources Planning Board, pleaded with social workers to keep before the public eye the necessity

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for the expansion of security programs; and Robert T. Lansdale, state commissioner of social welfare, spoke of the implication for public welfare programs of the expansion of the social insurances. The community planning section gave a picture of a specific postwar planning program by way of a panel discussion of a project now underway in Syracuse.

Several section sessions were given over to a consideration of the rehabilitation of rejected or discharged servicemen. Juvenile delinquency had a section of its own where it became apparent that social workers were not so much interested in whether or not delinquency had increased as to what they could do about it. One of the largest crowds of the conference was drawn to a panel discussion of the casework section where the topic was "Sharpening Methods to Meet Current Needs."

Other state conferences to hold their meetings in November were those of Indiana, Maine, Texas, South Carolina, Illinois, Connecticut, and Massachusetts.

Puerto Rico also staged a social work conference last month.

MARK A. McCLOSKEY

"It was something for a guy from the edge of Hell's Kitchen to sit down in the chair of a fellow who had played on the White House lawn," says Mark McCloskey in referring to his appointment to succeed Charles P. Taft as director of the Office of Community War Services, Federal Security Agency. Mr. McCloskey, who for the past two years has been director of recreation in the OCWS and the former ODHWS, began his career with eighteen years on the staff of the Hudson Guild Neighborhood House, New York. He is still on leave as director of recreation and community activities for the New York City board of education. Well known for his wit and ability, he has long been in demand as a speaker at social work gatherings. Mr. Taft is now one of four special advisers on foreign economic affairs in the State Department.

Retirement Plan—All state employes in Illinois, with the exception of members of the state legislature, elected officials, and gubernatorial appointees, are eligible for the new state retirement plan which becomes effective January 1. The normal age of retirement provided in the program is sixty-five, with fifteen years of service. Compulsory retirement is set at seventy, with fifteen years of service. Eligible employes who do not wish to enter the plan were given an opportunity to be excluded by declaring their intention in this regard by November 1 of this year.

Opportunities—The Merit System Examining Committee of the California State Social Welfare Board has announced that it will receive applications continuously until further notice, for positions in fifty-two county welfare departments. Among the positions open are *county welfare director,* paying from $150-$350 a month, depending on the experience offered; *child welfare worker,* $150-$205, appointment not necessarily at the minimum; *public assistance worker,* $110-$175, depending on experience offered; *public assistance supervisor,* $160-$220. California residence is not required. Apply to the Merit System Examining Committee, P. O. Box 1887, Sacramento 9, Calif.

Case Aides—Last summer when the personnel shortage became acute, the Children's Service Bureau in Pittsburgh took on four public school teachers as case aides. The experiment, which lasted for the two-month period of the school vacation, is described in the November issue of *The Federator,* monthly publication of the Federation of Social Agencies of Pittsburgh and Allegheny County. The teachers were prepared for their tasks through a quick in-service training course which was made up chiefly of reading and discussion of case material. Their first field work consisted in simple assignments such as preparing children for summer camp or taking them to clinic, but eventually they were assigned to actual casework interviews. Because of the teachers' previous experience with parents and children they proved to be able to do constructive work which was valuable to the agency. On their part, at the end of the experiment, they all maintained that they had undergone an enriching experience in their relationships with children.

Foreign Scholarship—The School of Social Service and Welfare, Santiago, Chile, is offering a scholarship to professional women or students of the American countries. The scholarship includes a monthly allowance of 400 pesos for two years and exemption from payment of the matriculation fee. Applicants must be between the ages of twenty-one and thirty-three, must possess a knowledge of Spanish, and must hold a "professional title authorized by the school of social service of the country of origin." The scholarship was first established in 1942.

The Rural Workers—Among the latest publications of the Family Welfare Association of America is a monograph, "Rural Casework Services," by Marjorie J. Smith, director of the School of Social Work, University of British Columbia. Through case illustrations, presented in simple narrative style, with a minimum of the usual social work terminology, the author discusses the meaning of casework services, individuals and families, children in their own homes, child placement, redetermination of eligibility, the caseworker in the community, public casework services. Though everything is presented in a rural setting, the fundamental precepts which emerge are sound enough for application anywhere. Price 50 cents from the FWAA, 122 East 22 Street, New York 10, N. Y.

YWCA Workers—"There is need for reconsideration of the salary and training policies governing local YWCA employment," concludes Ralph G. Hurlin, director of the department of statistics of the Russell Sage Foundation, in his recently published study, "Salaries and Qualifications of YWCA Professional Workers." The study was made from information supplied by 329 associations accounting for 2,100 positions. It shows that there are wide variations in salary among local associations, but that even the highest salaries are low in comparison to those in other similar fields, particularly the YMCA. The information also indicated a tendency to pay Negro workers less than whites of comparable education, and to weigh experience more heavily than professional training or education in making placements to the better paid positions. Price 30 cents from the Russell Sage Foundation, 130 East 22 Street, New York 10, N. Y.

Among the States

DURING the past year, five states have enacted legislation to facilitate the rebuilding of blighted areas in cities by private redevelopment corporations under public supervision. They were Indiana, Kansas, Maryland, Missouri and Michigan. Four other states, New York, Illinois, Kentucky, and Michigan, previously had passed similar legislation. Typical of these acts is the Indiana law which authorizes corporations to carry forward slum clearance or neighborhood improve-

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ment by acquiring title to and redeveloping such areas. After securing option, or contract, to purchase two thirds of the land involved, they may appropriate and condemn the remainder. Maximum dividend is limited. Not more than 5 percent of the area may be allocated for commercial use, and at least 50 percent must be devoted to open ways, including streets, alleys, and parkways.

War and Postwar Commissions—Interim commissions on postwar planning, interstate cooperation, future highway projects, aviation, public welfare, juvenile delinquency, and other matters, have been set up by many states in the course of the year's legislative sessions. The Council of State Governments feels "that foresight in providing for these commissions to investigate needs of the state will make the task easier when legislatures convene again in 1945." Most popular subject is postwar planning, with commissions in eleven states, including New York, California, Illinois, Texas, and Wisconsin. Highways and aviation come next, with commissions in seven states. New York's commission on the use of state prisoners in war services, California's to study Japanese resettlement, Rhode Island's on veterans bonus, and Texas on reformatory institutions, indicate the wide range of interests covered.

CECILIA RAZOVSKY

The Common Council for American Unity has announced the appointment of Cecilia Razovsky as chief of its special services and editor of *Interpreter Releases*, the organization's information service on immigration, naturalization, and problems of the foreign born. Miss Razovsky is considered one of the nation's outstanding authorities in this field. As director of the immigration department of the National Refugee Service from 1938 to 1942 and since as assistant to the executive director, she has aided thousands of refugees all over the world in their attempts to escape to safe havens. Prior to going to the National Refugee Service, she was assistant director of the National Council for Jewish Women where her duties included the organization in numerous cities of English and citizenship classes for immigrants, and the conducting of institutes of education for the foreign born. In her new position she succeeds Marian Schibsby, now with the Immigration and Naturalization Service of the Department of Justice.

State Service Officers—Thirty-two states now have a special veterans service officer to handle affairs of state veterans, and of men and women now in the armed service, according to the American Public Welfare Association. Usually under the supervision of the state director of social welfare, this officer assists in securing benefits, files and prosecutes claims, recovers pensions for families of deserters, and performs other duties requiring special knowledge of the laws relating to servicemen and their families. In Maine, added impetus is given to this program through the organization of 126 local veterans service committees, which visit new veterans and offer assistance. Already contacted in this way have been 1,000 of the approximately 2,500 men so far discharged back to the state.

Welfare Reorganization—Reorganization of the Georgia welfare program, authorized by recent legislation, has been completed by Governor Arnhall. Substituting for the old Board of Public Welfare, made up of five members, is a new State Board of Social Security, with a representative from each of the ten congressional districts. A. J. Hartley, formerly secretary of the State Industrial Board, has been appointed as the new director.

Veterans Rehabilitation—A "Veterans Recognition Board" was recently created by the Wisconsin legislature to administer aid and rehabilitation from the State Veterans Trust Fund. Function and duties include: coordinating state agencies rendering medical service, placement, education, and rehabilitation; making contact with county service officers and other local agencies concerned with veterans welfare; cooperating with the State Board of Vocational Education, the industrial commission, and selective service in formulating plans for returning veterans to peacetime employment.

Decent Burial—Acting on recommendation of local welfare directors, the Rhode Island State Department of Social Welfare has approved five principles governing reimbursement to cities and towns for burial expenditures: burials provided by local departments should be decent and respectable; reimbursement to undertakers should cover expenses, not profit; use of the Potters Field should be abolished; free choice of undertakers and cemeteries should be allowed to friends and relatives; complete cost should not exceed $125.

Mental Health Act—Changes in the commitment, admission, detention, and care of mentally ill persons will go into effect in Illinois the first of the year, as a result of enactment of the Illinois Mental Health Act. Product of long effort to secure a commitment law which would treat "insanity" as a problem of mental illness, rather than by quasi-criminal procedures, the new law includes several forward steps: removal of the stigma of court commitment, provision for voluntary and emergency admissions, more adequate time for the study of each patient, safeguards against illegal detention, simplification of the methods of discharge.

Community Affairs

"ACTION for Cities, a Guide for Community Planning," published by the Public Administration Service, presents a procedure for city planning. The outline which, according to the document's foreword, "will not substitute for experience or thinking or hard work on the part of the community's citizens and officials" is based on a series of five progressive steps. These are: population surveys and analyses; stimulation of economic and industrial activities; the development of social, cultural and health resources; programming for needed physical facilities and public utilities; means to action in getting plans under way. Published under the sponsorship of the American Municipal Association, the American Society of Planning Officials, and the International City Managers' Association, the guide was originally prepared by the urban section of the now defunct National Resources Planning Board. Price $1 from the Public Administration Service, 1313 East 60 Street, Chicago.

Brooklyn, U. S. A.—Many war created changes in Brooklyn, New York City borough, are brought to light in the annual report of the Brooklyn Bureau of Charities, "Our Town in the Second War Year." About 94,000 more people are employed in Brooklyn than before Pearl Harbor; 2,600 men and women over sixty-five have stopped drawing old age insurance to work; the U. S. Employment Service in the first seven months of 1943 has found jobs for nearly three times as many handicapped workers as were placed in all of 1940. An indication

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of the strain on family life is the increase during the year of families applying to the Bureau. Altogether, 14,448 men, women, and children received direct service.

Oakland Foresight—The Council of Social Agencies in Oakland, Calif., is offering its services, and those of its committees, for consultation and advice *before* new programs are undertaken by community organizations not actively in the social work field. It hopes by this pre-program consultation to prevent duplication of activities, and wasted effort.

Recreation Standards—In a recently issued pamphlet, "Standards for Neighborhood Recreation Areas and Facilities," the National Recreation Association recommends a playground and a playfield within a half mile of every home; a community recreation center for at least every 20,000 people in the community; and many other facilities regarded as essential to a good public recreation program. Intended to assist local communities in evaluating their own programs, the pamphlet stresses the importance of participation in local planning by the mayor, city council, school board, recreation and park departments, housing authority, and other representative groups.

Indianapolis Priority—In Indianapolis, Flanner House, a social service center serving the Negro population on the west side of the city, has secured priorities and started construction on two new $55,000 units. Nursery, clinic, library, employment, and educational services will be housed in these new units, for which the city park department has given the use of land, and to which a Friends work camp will contribute labor.

Rubbish Court—Philadelphia has established a "rubbish court" for the prosecution of householders and property owners who allow litter to accumulate in front of their properties. Police officers give the offender every opportunity to comply with city ordinances before issuing a summons. "Vast improvement" has been noted since the establishment of the court.

Group Work

POSTWAR continuation in Britain of the present pre-service youth training organizations, the Sea Cadet Corps, Army Cadet Force, Air Training Corps, and Association of Training Corps for Girls, is recommended by the Youth Advisory Council of the British Board of Education. The board believes, however, that the educational and recreational activities of these bodies should be greatly developed, with administrative responsibility transferred from the service departments to the Board of Education. Other recommendations include: a total of at least twenty-four days vacation with pay for working boys and girls; strengthening of voluntary youth organizations, with some measure of public control over financial accounting; the inclusion of youth centers as a part of adult communal centers; the establishment by local boards of education of youth committees made up of "youth minded" people.

Settlement Expansion—At a recent meeting, the board of directors of the National Federation of Settlements recommended a progressive expansion of the services and budget of the federation, over a five-year period. It also passed resolutions supporting a price roll-back, continued services of the Farm Security Administration, and the Fair Employment Practice Committee. Another resolution recognized the present and postwar need for housing development. Delegates came from eighteen different cities, ranging from Birmingham to Boston, and as far west as St. Louis.

YMCA Constituency—Median age throughout the country of YMCA members is twenty-three, according to a report just off the press, "YMCA Constituency After One Hundred Years." Single persons predominate in the membership by two to one; 65 percent are Protestants, 25 percent Catholic, 5 percent Jewish. Thirty-six percent have had four years or more of college, and only 16 percent less than three years of high school. Half of the members are wage or salary workers, and the estimated income level of those over fifteen years of age is $2,275. Among the recommendations are included suggestions for: fees flexible enough so that youth of all economic levels can continue as members; maintenance of a Negro constituency at least proportionate to the Negro percentage of the population; and studies of experience in including women and girls in local membership.

The Old Folks—Special attention to the recreation needs of people receiving old age assistance is being given by the New Orleans department of public welfare. Two community centers, Kingsley House and Orleans Neighborhood Center, are cooperating with it in a joint project. At the Neighborhood Center in the *Vieux Carré*, an average of eighteen persons a week, ranging in age from sixty-five to eighty-five, have come to meetings since January 1942. Stories, book reviews, group singing and acting have been included in the program. A similar group has been meeting at Kingsley House.

The department feels that an organized community center is not necessary for such clubs, but that any person with good group experience can develop them, using volunteer leaders. Possible future activities include pottery, weaving, knitting, Red Cross work, woodworking, printing, lending libraries, not too active games, discussion clubs, music and art classes.

Of and By Youth—Some 500 young people from sixteen to twenty-five years of age met in Toronto last month to discuss their relation to present and postwar problems. Organized under the auspices of the Canadian Youth Commission, the conference was attended by representatives of more than twenty church youth organizations, youth agencies, labor unions, and the armed services. Reports were submitted to the general conference by the commission. Smaller group discussions covered such matters as postwar job opportunities, problems of family life, education, health, recreation, citizen participation, and minority group problems.

In New York, earlier in November, 850 fifteen to eighteen-year-old Girl Scouts met in an all day conference to discuss "senior scouting in wartime." May Bullock, a senior in the Forest Hills High School, was chairman of the meeting, which was planned and managed by the girls themselves. Speakers included Mrs. Leslie Glenn, vice-president of Girl Scouts, Inc., Dr. Newton Chiang, professor at Nanking Theological Seminary, and Dr. Alice V. Keliher, director of Child and Youth Service of the New York Civilian Defense Volunteer Office.

People and Things

DISASTER service rendered by the American Red Cross during the past fiscal year reached 119,295 persons, according to the recently released annual report of the ARC's disaster relief division. Altogether there were 178 disasters in forty-five states calling on Red Cross aid, which involved a total expenditure of $1,592,500. Through fire, flood, tornado, explosion, or accident, the disasters took a toll of 1,010 lives, injured 3,205 persons, damaged 67,836 buildings. Most catastrophic was the Cocoanut Grove night club fire in Boston a year ago which, in bringing a death toll of 492, killed more persons than the bombing of Coventry by the Germans. Most destructive disaster in the point of property was the flood which last spring ravaged parts of Indiana, Illinois, Missouri, Kansas, Oklahoma, and Arkansas, forcing 48,000 persons to leave their homes.

The report points out that in almost every disaster area visited by the Red Cross during the past year, expenditures have been considerably less than anticipated, and attributes this to the improved employment conditions of recent years. Many persons declined offers of help on the ground that they were able to and preferred taking care of their own needs.

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Social workers throughout the country have been saddened by word of Mary Irene Atkinson's death last month at her home at Green Springs, Ohio. Director of the child welfare division of the U. S. Children's Bureau since 1935, Miss Atkinson for eight years was responsible for guiding the growth and extension of the child welfare services under the Social Security Act throughout all the states, Alaska, Hawaii, Puerto Rico, and the District of Columbia. Previous to her association with the Children's Bureau, she had been successively a member of the staff of the Child Welfare League of America, director of the division of charities of the Ohio State Department of Public Welfare, and regional representative of the old Federal Emergency Relief Administration. Something of what her associates thought of her is indicated in the words of Katharine F. Lenroot, chief of the U. S. Children's Bureau: "Her warm and vibrant personality made her greatly beloved by people everywhere she went. As a speaker, she had unusual effectiveness in presenting the cause of children, and in arousing public concern for them . . . We shall miss her devotion and guidance profoundly."

Hessler

MARY IRENE ATKINSON

Committee— On December 1, the Office of Price Administration's newly created consumer advisory committee met in Washington. Appointed by Administrator Chester Bowles to study the effect of OPA policies and regulations on households and to make suggestions for improvement, the committee includes persons who have studied consumer problems from various vantage points. Its officers are: Hazel Kyrk, professor of economics, University of Chicago, chairman; Helen Hall, director of the Henry Street Settlement, New York, vice-chairman; Caroline F. Ware of Vienna, Va., secretary.

Other members include: Francis Foley Gannon, director of the bureau of consumer service of the New York City Department of Markets; Katharine Armatage, chairman of the board of directors of the National League of Women Shoppers; Belle D. Mazur, secretary of program research, National Council of Jewish Women; Robert S. Lynd, professor of sociology, Columbia University; Ella Maker, director of branches for the National Association for the Advancement of Colored People.

New Heads— The governor of California recently appointed Charles Wollenberg as director of the State Department of Social Welfare, succeeding Martha A. Chickering, director of the department for the past four years. Miss Chickering's resignation followed a change in the California law which took the appointive power for this position away from the Social Welfare Board and placed it in the hands of the governer [See *Survey Midmonthly*, August 1943, page 220]. Mr. Wollenberg goes to Sacramento from San Francisco, where for more than twenty-five years he has served the public institutions of the city and county.

Another welfare department with a new head is the Texas State Department of Public Welfare where John H. Winters is succeeding J. S. Murchison as director. For the past six years, Mr. Winters has been a county commissioner in Potter County (Amarillo), Tex.

Appointed — Edward Corsi has been named New York State industrial commissioner to fill the place vacated by Frieda S. Miller a year ago. Mr. Corsi, who is chairman of the state industrial board, was for several years first deputy commissioner of the New York City Department of Welfare. During the early days of the depression, he was, for a short while, director of New York City's old Emergency Relief Bureau.

Changes— Los Angeles' new Child Care Coordinating Committee for Women in Industry has as its executive secretary George D. Nickel, one of *Survey Midmonthly's* frequent authors. Mr. Nickel, who is director of social relations for the western states area of the Personal Finance Company, is on loan to the committee. He is still serving the Personal Finance Company in a part time capacity. . . . Last month Grace Guilford left Portland, Ore., where she was acting administrator of the Multnomah County Public Welfare Commission, to go to San Francisco to take up duties as assistant to the director of personnel services of the American Red Cross Pacific Area Office. . . . Monroe M. Sweetland has resigned as director of the National CIO War Relief Committee to go overseas with the Red Cross. . . . The National Child Labor Committee has announced the appointment of Gertrude Folks Zimand as its general secretary, succeeding the late Courtenay Dinwiddie. Mrs. Zimand has been the committee's associate general secretary since 1935. . . . . The District of Columbia Tuberculosis Association has as new executive secretary, Edward K. Funkhouser, for eighteen years executive secretary of the tuberculosis association in Passaic, N. J. Working with Mr. Funkhouser in Washington is Catherine C. Meyering, in charge of the rehabilitation service. Until recently Miss Meyering was medical social worker at the Mount Morris Tuberculosis Hospital, Mount Morris, N. Y. . . . New director of the group work division of the Los Angeles Council of Social Agencies is Henry W. Waltz, for the past two years field representative for the Division of Social Protection, Office of Community War Services (formerly ODHWS), with headquarters in Chicago.

The Jewish Board of Guardians, New York City, has a new director in Herschel Alt, formerly director of the board's Hawthorn-Cedar Knolls School. He succeeds John Slawson, now executive vice-president of the American Jewish Committee. . . . Dora Tannenbaum, former executive director of the Girl's Club Association of Brooklyn, has recently been appointed headworker of the Grand Street Settlement, New York, to succeed Rose Miller, now with the American Red Cross. . . . The Community Service Society, New York, recently reached all the way down to El Paso, Tex., to procure Martha D. Adam to serve as educational director in its department of educational nursing. Miss Adam was director of nursing of the El Paso-Hudspeth County Health Unit. . . . Robert S. Wilson, until recently regional director of the Office of Community War Services, Federal Security Agency, with headquarters in Kansas City, Mo., is now a captain in the army and is stationed at the Civil Affairs Training School, Boston University.

Resigned— Madeline Dane Ross has announced her resignation, effective December 30, from the Hudson Guild Neighborhood House, New York, where she is executive secretary in charge of publicity, fund raising, and board activities. During her eight years at the Guild, Miss Ross has had three leaves of absence, in each instance to take charge of fund raising for Herbert H. Lehman's gubernatorial campaigns. She has also been a contributor to the pages of *Survey Midmonthly*, both as author and artist.

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Book Reviews

WPA in Retrospect

THE WPA AND FEDERAL RELIEF POLICY, by Donald S. Howard. Russell Sage Foundation. 879 pp. Price $4, postpaid by Survey Associates, Inc.

NOT so long ago, one of the major questions of national policy was how to provide for the ten million or more unemployed workers in the nation. Before long the nation again will have to decide major questions of policy as it tries to deal with the economic dislocation of the postwar years.

Mr. Howard and the Russell Sage Foundation have rendered a real service to those who will be shaping these future policies. For this report is more than a statistical record of WPA operations. It is a review of the nation's experiment with a huge work relief program and an analysis of the issues which arose around its functions, administration, financing.

The early chapters give the setting of the WPA in relation to the general relief program and other forms of public assistance. Then follows an exhaustive study of the WPA itself, covering its administration, types of projects, wage policies, eligibility, numbers employed, and adequacy of WPA employment. This part of the report is fully substantiated with data, some of which are new or newly organized for this publication.

The last section of the book reviews the major issues about the WPA, presenting the points of view of the Administration, Congress and the public, as expressed in legislation, official hearings, and public statements. These include federal versus local responsibility for meeting relief needs; federal versus state financing and administration of relief programs; the "special" responsibility of the federal government for "needs arising from unemployment"; and WPA employment versus direct relief.

In his final chapter, Mr. Howard concludes that the "employable unemployed" should be recognized as a special category and that one agency should administer for them programs of general assistance, placement, training, retraining, and provision of public work, where necessary. This recommendation follows the trend toward the use of "categories" as administrative devices, and raises the question whether this approach would really bring about the desired integration. It would tie together all kinds of social, educational, and placement services for one group in need of economic assistance. But as more and more categories are established, there would be set up in the local community a number of administrative units each providing a similar range of services. One difficulty with this approach is that the client often does not know what "category" he belongs in and gets lost in the technical distinctions and the maze of referrals through which he has to go.

The issue of whether federal policy should follow a work relief program based on need or a public works program is an old one and Mr. Howard lines up with those who feel that an expanded public works program should absorb all surplus labor. He recommends a broad and inclusive public employment program providing employment for "all who (a) are not already employed at wage rates and under working conditions meeting socially approved standards, and (b) can practically be given useful employment in keeping with their skills and abilities."

However, the difficulty of making a sharp distinction between a "public employment" and a "work relief program" is illustrated by a later statement. In discussing desirable wage policies for the work program, he states that "total earnings paid a person for his week's work on the federal employment program should be adapted to the number of children dependent upon him." By recognizing relative need, he thus introduces need itself as an element to take into account in administering the work program.

The basic question for the future is what the government shall do about families without sufficient income to provide the necessities of life. This book deals chiefly with what can be done for employable persons. The report of the Committee on Long Range Work and Relief Policies of the National Resources Planning Board goes into this less fully, but deals at length with the whole insurance and public assistance field. Taken together, the two reports present an assemblage of facts and analysis of theories that should be of extreme value to legislative and administrative policy makers.

REGINALD ROBINSON
YMCA of New York City

For Parents and Teachers

CHILDREN NEED ADULTS, by Ruth Davis Perry. Harper. 136 pp. Price $1.50, postpaid by Survey Associates, Inc.

THIS is a book for intelligent and informed parents and teachers. It is distinguished by a thoroughgoing knowledge of the best books in the field of child development to which Miss Perry has added her own sensitive observations. We may recognize many warmed over ideas, but warmed over ideas, like warmed over dishes, often profit by a bit of something that has been added to them. Miss Perry has made the material in the field so thoroughly her own that she offers a book that is refreshing and stimulating.

There are many passages worth remembering — and quoting. Statements such as "The differences between children and adults are not so much in nature as in degree," is profoundly true. "No one can enjoy too many experiences at one time," (I remembered all over again how much I didn't like circuses). And "Adults want to amuse children to satisfy their egos. Children want to be left alone to learn."

Those ideas and a lot of others are sound, sensible, and tidily put. As I read the book, I wished the author had not used the overworked, ill defined term "maturity" so often. If I were to meet Miss Perry, I think I should want further clarification on some of her statements on "The Beginnings of Religion." But altogether these criticisms are incidental, and I should say the book is well worth reading.

ROSE H. ALSCHULER
Consultant on Children's Services
Federal Public Housing Authority

Assistance Now

ONE HUMANITY: A PLEA FOR OUR FRIENDS AND ALLIES IN EUROPE, by Howard E. Kershner. Putnam. 81 pp. Price $1.25, postpaid by Survey Associates, Inc.

ON the day the first historic meeting of the United Nations Relief and Rehabilitation Administration took place in Atlantic City, Howard Kershner, head of the International Committee for Children Refugees, was telling a Senate Foreign Relations Subcommittee that *post*-invasion feeding of the children of occupied countries would come too late. The man who perhaps has had more experience in administering relief to children in wartorn Europe than any other single individual, maintained that it can be done now without giving aid to the enemy.

This plea is the subject of "One Humanity," a small but convincing volume written with restraint and authority. If supplementary food is not sent immediately, Mr. Kershner warns, any postwar rehabilitation program will lack reenforcement from an important segment of the population — for Europe's children cannot indefinitely continue to bear the ravages and horrors of war and develop into normal adults.

One by one he demolishes the arguments that such relief will benefit the enemy. He offers as testimony his experiences as director of relief for the American Friends Service Committee from 1939 to 1942, which gave supplementary food to 100,000 French children—until the United Nations refused to permit the work to continue. He shows how under the regulations and restrictions laid down and competently and faithfully administered, not one iota of extra food went to Germany, nor were the regular food

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BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York, 11, N. Y. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Judge Raphael P. Koenig, president; Robert E. McCormick, treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, The Lincoln Recreation Center, 235 West 113 Street, The Tot Lot, 422 West 49th Street, Camp Sebago and Camp Wakonda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysCluBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., James E. West, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

GIRL SCOUTS—155 East 44th Street, New York, N. Y. A non-sectarian, character-building organization, training girls to be responsible citizens and resourceful people. Democratically run troop activities provide opportunities for war work, community service, hobbies, outdoor living. Program adapted to Brownie Scouts (7-10), Girl Scouts (10-15), Senior Girl Scouts (15-18) functions through volunteer leaders and committees that supervise and promote Girl Scouting locally.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U.S.A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins: "The Crippled Child" magazine, bimonthly, $1 a year.

THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

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NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION, 1730 Chicago Avenue, Evanston, Ill., organized in every state, with 10,000 local auxiliaries, presents a program of alcohol education and Christian Citizenship, with which every interested person is invited to assist. Total abstinence from alcoholic beverages and dues of $1.00 per year are the basis of membership.

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ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 209 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Blind

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization conducting research and field service. Library. Mechanical appliances for the blind. M. C. Migel, President; Robert B. Irwin, Executive Director.

Foundations

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director; 130 E. 22nd St., New York. Departments: Arts and Social Work, Charity Organizations, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Surveys. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

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THE OSBORNE ASSOCIATION, INC., 114 East 30th Street, New York, N. Y. Telephone CAledonia 5-9720-9721. Activities:—Collects information about correctional institutions and works to improve correctional methods and standards. Aids released prisoners in their problems of readjustment by securing employment and giving such other assistance as they may require. Austin H. MacCormick, Exec. Dir.

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LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlet, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York City.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Fred K. Hoehler, President, Chicago; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

National Red Cross

THE AMERICAN RED CROSS—Administered through National Headquarters in Washington, D. C., and four Branch Offices in San Francisco, St. Louis, Alexandria, Va., and New York City. There are 3742 local Chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief, First Aid, Water Safety and Accident Prevention, Junior Red Cross, Medical and Health Services, Nursing Service, Services to the Armed Forces, and Volunteer Special Services.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors: Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, Miss Helen White, 203 North Wabash Ave., Chicago, Ill.

JEWISH WELFARE BOARD, 220 Fifth Avenue, New York City. Frank L. Weil, President; Max Wilner, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as parent body for Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of defense forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City. Mrs. Maurice L. Goldman, President; Mrs. Karl J. Kaufmann, Chairman Ex. Com.; Miss Flora R. Rothenberg, Ex. Dir. Organization of Jewish women initiating and developing programs and activities in service for foreign born, peace, social legislation, adult Jewish education, and social welfare. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City. 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 122 East 22nd Street, New York City. National placement and counselling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louise C. Odencrantz, Director.

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Directory of Social Organizations (cont.)

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NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado. Samuel Schaefer, Executive Secretary. Chas. J. Kaufman, M.D., Medical Director. Free, non-sectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Health Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway, at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, J. H. Upham, M.D.; National Director, D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

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allotments to natives cut down. On the other hand, the results in health and morale building from the comparatively small amounts of food distributed were incalculable.

Reenforcing his own contentions, Mr. Kershner quotes the declaration of our own State Department that the enemy is in no way profiting from the relief the Allies are permitting to be sent regularly to Greece—the one occupied country excepted from the effects of a 100 percent blockade. Large segments of public opinion and of officialdom on both sides of the Atlantic have indicated to him that they agree that sending food through the blockade for controlled and limited child feeding is good charity and the best of strategy. His humanitarianism, harnessed to his experience and practical outlook, offers a challenge to every reader to refute an apparently watertight case—or do something to help.

LOULA D. LASKER

Sociological Case Histories

FAMILY SITUATION—AN INTRODUCTION TO THE STUDY OF CHILD BEHAVIOR, by James H. S. Bossard and Eleanor S. Boll. University of Pennsylvania Press. 265 pp. Price $3, postpaid by Survey Associates, Inc.

THIS book is the second in a planned series of publications by The William T. Carter Foundation for Child Helping of the University of Pennsylvania. It presents some fifty or more concrete descriptions of families and family problems. It is unique in that the authors, after comprehensive surveys, have set up fifty-two sociological types of family situations. This insures a wider variety of situational types that can be found in any other case book. The cases are mainly taken from scientific literature, but a few are from fiction. Each case occupies an average of two pages.

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2. Types of Family Patterns (major characteristics)—size, organization, activity, values and goals.

3. Types of Families According to External Factors—socio-economic status, neighborhood, health.

The writers were influenced considerably by Ada Sheffield's idea of "The Situation as a Unit of Family Case Study," by the situational analyses of W. I. Thomas and by Georges Polti's classification in "The Thirty-Six Dramatic Situations." They have given us a classification which roughly resembles the conceptual framework of modern social casework. It is distinctly sociological

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CASE WORKER, midwest child placing agency. Man or woman with Master's Degree in social work. 7919 Survey.

CASEWORKER, full or part professional training, in rapidly growing family and children's agency in Middle West. Salary $1800. to $2300. according to qualifications. Excellent working conditions. Opportunity for community leadership. 7917 Survey.

Wanted: Executive Secretary for Child Welfare Agency in Rhode Island. Must be experienced in child placement, relief. Attractive salary to competent person. Write Miss Grace Pond, 514 Blackstone St., Woonsocket, R. I.

An experienced year round Executive for a Chicago organization that conducts camp for handicapped children (primarily orthopedic). Experience in field of child welfare, children's institutions or medical social work desirable. Please state education, professional training, experience and references. 7915 Survey.

Psychiatric worker for child guidance agency in large Eastern city within Metropolitan area of New York. Work under direct supervision of outstanding nationally known psychiatrist. Good salary. Jewish clientele. 7921 Survey.

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MAN, social worker, diploma, university degrees child guidance, social psychology, experienced child welfare, psychiatric case work, desires suitable position. 7918 Survey.

Young woman, B. Ed. degree, one year's experience teaching in public school, two years' in Day Nursery as "Director of Children's Activities," desires position in Day Nursery or Nursery School. 7920 Survey.

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rather than psychiatric, theoretical rather than narrowly practical, logical as well as empirical. It provides an excellent framework for a study of social case-work or of human relations.

Social work students in some of the leading schools are now given a considerable initiation into the thoughtways of psychoanalysis. Some critics think these have been overemphasized. What is needed is not to de-emphasize psychoanalysis but to supplement it with the kind of sociological analysis given in this book. Personality development is complex, but so are social situations. Both require an adequate set of mental tools for their description and treatment. The book also deals with the great role of culture in influencing family life, an aspect which has not been sufficiently emphasized by psychiatry.

Vassar College JOSEPH K. FOLSOM

What of Tomorrow?

OUR YOUNG FOLKS, by Dorothy Canfield Fisher. Harcourt, Brace. 329 pp. Price $2.75, postpaid by Survey Associates, Inc.

TO dwell upon the lean past in the midst of present plenty takes courage, intelligence, and vision. All of these Mrs. Fisher brings in abundance to her new book about young people, plus a good measure of her own special gift for getting to the heart of what makes people tick. She is worried about what the future holds for youth—and rightly so. This book should make all of us who read it—and may our name be Legion—aware of our job as educators, legislators and just plain citizens in relation to the young folks of America, and much better fitted to do that job.

As a member of the American Youth Commission of the American Council on Education, Mrs. Fisher has had at her disposal the wealth of research material acquired by that body during the last decade. She presents here, in readable and understandable form, some of their findings on youth's problems and youth programs, along with her own critical estimates and her hopes for the future. The dismal Thirties, with their wasting of the power of young people through idleness and their consequent threat to the security of all of us, were a logical result of our failure to grasp how relentlessly the Machine Age was transforming the familiar pattern of work and preparation for work. "There are," she says, "for the great majority of modern young people, only three escapes from that corral" (of continued economic dependence). "War is one, with its peculiar need of youth. Another, diminishing all the time, leads into odd jobs and blind-alley work. The third, the only one endurable, is somehow to secure the specialized training and that work experience through which alone they enter into a maturity that will be useful to society and satisfactory to them."

Deploring the failure of educators to tackle the problem, she found considerable hope in the federal government's forthright attacks upon it through CCC and NYA. With an enthusiasm particularly gratifying to this reviewer, she points to the NYA Resident Center "Work-Study" program as of special value both for work experience and citizenship training. From it could be developed "a blueprint worth the study of taxpaying citizens, parents, educators, and young people."

All women should be grateful to her for her penetrating analysis of the place of women in the home and in the working world, from our great-grandmother's day down to our own, as well as for her insistence that the young women of today have their chance to be of service in the world at the very tasks which were once a part of every home economy.

There is a final section on the importance of organizing our leisure time through creative channels, especially by utilizing the American patterns of committees and associations in the exercise of good citizenship.

"Our Young Folks" is packed full of wisdom. It is a book to be read seriously and with determination to heed its message.

New York HELEN M. HARRIS

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